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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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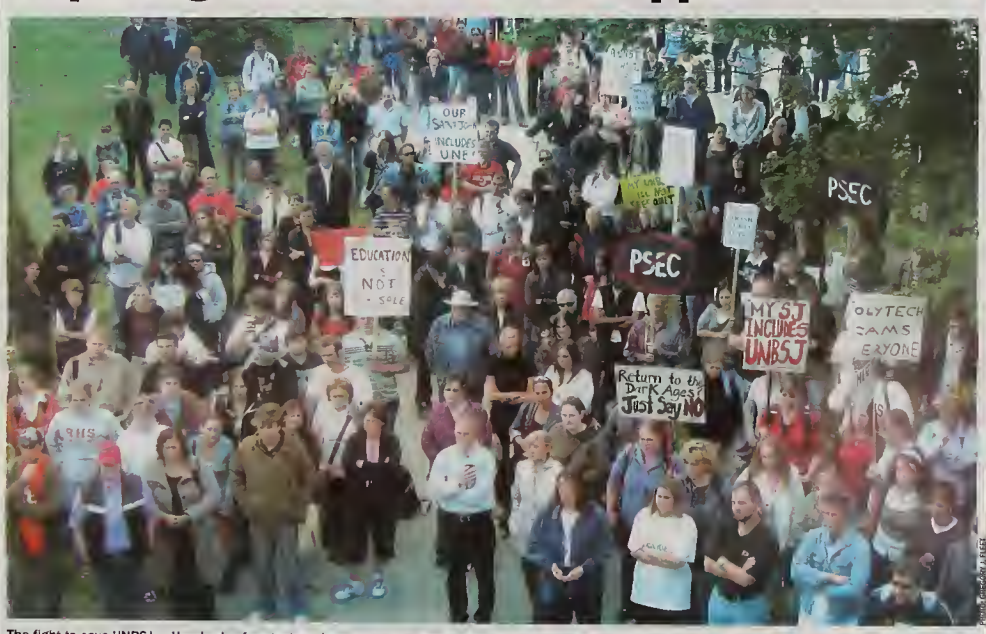
New Brunswick: Post-secondary Education Report Ignites Firestorm of Opposition



The fight to save UNBSJ — Hundreds of protesters demonstrate on UNB's Saint John campus Sept. 25. The crowd of students, faculty and community members voiced their opposition to recommendations from the Commission on Post-secondary Education to convert the University of New Brunswick Saint John and the New Brunswick Community College–Saint John into a polytechnic.

A CROWD of about 2,000 people marched through Saint John Sept. 17 to demand the New Brunswick government reject a controversial report on reforming the province's post-secondary education system.

Several rallies, forums and public information sessions have been organized since in opposition to the Commission on Post-Secondary Education's report 'Advantage New Brunswick' that calls for downgrading three satellite campuses run by the University of New Brunswick and the Université de Moncton to polytechnic institutes, among other sweeping changes.

Greg Allain, a Université de Moncton professor and president of CAUT, said while change is absolutely needed to improve the province's post-secondary education system the report's suggested reforms are "the wrong way to go."

Despite the commission's vague assurances that current students would not be dislodged from programs already started, there is no detailed plan about the transition for students and faculty at the affected campuses. Nor is there an admission that future students seeking a full university program would have to incur greater costs by leaving existing university communities.

Allain said the recommendations leave almost 200 full-time faculty and many more contract academic staff in New Brunswick facing a lot of uncertainty about their futures.

"A plan calling for the disruption in study for more than 3,000 current students and all future students seeking a university education demands a more comprehensive and sensitive plan than the one set out in the commission's report," Allain said.

FUNDING

CAUT executive director James Turk, who traveled to New Brunswick to speak at a rally on Sept. 25 in Saint John and meet with faculty and students, said it was a "shame" the report failed to address the two key problems facing post-secondary education in New Brunswick — underfunding and the province's shackles on its community college system.

The report recommends a $50 million increase in funding over three years, which Turk called "grossly inadequate" compared to what is really needed in a province that ranks last in per capita funding for post-secondary education.

"The increased provincial cash is supposed to serve universities, polytechnics and colleges, but just to get university funding on a per capita basis up

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COMMENTARY
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Sad Reality of Virtual Communities

By DOUGLAS MANN

IN BUSINESS, government and education today electronic tribes gather on a daily basis to send each other millions of signals that digitally bind together people in thousands of virtual tribes. Yet these social formations so touted by lovers of high tech are pseudo-communities where physical presence is absent.

In the territory I know best, higher education, these communities take the form of e-mail exchanges, MSN "networks," MySpace, Facebook and WebCT pages, and course outlines and notes uploaded to teachers' personal web pages. As a result of all this virtual communication, body language and dialogue have faded from the scene. And they can't be replaced by emoticons and MSN Messenger.

Why do people love their virtual pseudo-communities?

First, people love technology, and computer and software firms like Microsoft, Apple, HP and Sony have invested millions in new communications technology, so they have to convince people it has a useful purpose. So in part it's a matter of high-tech capitalism saying "we have the tools, but not their users . . . let's go out and create them!" Advertising turns cell phones, laptops and cable modems into the religious fetishes of our postmodern culture.

Second, we live in a narcissistic consumer society that to echo French theorist Guy Debord thrives on separation and isolation. There's no better way of keeping this isolation in place than by means of e-communication. This keeps people consuming in their private spaces, and turns the suburban shopping mall into the modern town square — without the protests, carnivals and messy politics, of course. This also has the effect of shutting down political dialogue, as witnessed by the plummeting voting rates among young people, who as a group are fascinated by electronics.

Third, e-comm and cell phones allow narcissists to avoid making commitments to given times and spaces. People can virtually commute, work at home, cancel lunch or movie dates on five-minutes' notice and give people unpleasant news from a great distance (e.g., various forms of rejection, whether personal or job-related). Why commit to meeting friends a day before if you can make up your mind 10 minutes beforehand — after all, a more interesting option might arise.

Fourth, e-comm saves shy and reclusive people from struggling through the process of overcoming their shyness, through what used to be called "building character." University students can go through almost their entire undergraduate careers without having to talk to their professors.

I've had fourth-year students who have been in my classes for only two months ask me for letters of reference. Puzzled, I suggest to them that there must be some other professor who after four years of undergraduate study knows them better. They reply in the negative. Why? The answer is obvious — when you mix together mega-classes in first-year university, the dominance of e-mail as the primary form of communication and course web pages, you get bodies of teachers and students deeply alienated from each other, linked only through meaningless virtual communities.

Last but not least, computers allow lazy people to become even lazier, setting up camp behind their keyboards and screens, avoiding daring ventures to distant locales like the building across the street or even downstairs.

The results are undeniable: disenchanted students who lose interest in and the capacity for reading books, who spend more time messaging their friends in class rather than listening to the lecture, who do as much of their research online as their professors will let them get away with, who think Wikipedia is the font of all wisdom, and saddest of all, who feel harried by massive workloads at least half of which were created by the very electronic devices they see as time-savers. This comes about either directly through researching material online that would have been more effectively filtered by a print culture, or indirectly by the time lost in surfing the web, babbling on cell phones, or wasting hours messaging friends instead of inviting them over for a two-hour movie or coffee and donuts.

Ironically, personal dialogue is far more efficient than e-mail. When two people converse in the same physical space for 10 minutes, a long series of questions can be answered, not to mention the fact that interlocutors can read each others' body language and emotional inflections, thus getting "information" unavailable in virtual exchanges. To replicate a 10-minute conversation between two busy virtual "speakers" would require several days of e-mailing (assuming the speakers don't just sit at their computers all day and have nothing else to do).

The reason virtual pseudo-communities choose e-mail and web pages over direct conversation has nothing to do with efficiency, and everything to do with alienation and technological fetishism. There is one exception: using e-mail to send large quantities of data, for example, a report, article, or entire book — although even in this case the recipient will usually print it off to read it, which they wouldn't have to do if the sender just mailed it in the first place!

More and more we live in a society of the pseudo-community, a society where much electronic ado is made about nothing, where the amount of information available is severely out of whack with our individual ability to meaningfully absorb it. It is a society of virtual hobbits warm and cozy in their hobbit holes, free from fears of having to deal with strangers from the county next door, not to mention the office 10 yards down the hall. ■

Douglas Mann is a professor of information and media studies at the University of Western Ontario.

The views expressed are those of the author and not necessarily CAUT.

CAUT Highlights Plight of Iraq's Academics

CAUT has added its voice in calling for support of Iraqi academics facing escalating and horrific dangers at universities throughout the besieged nation.

"The situation of our colleagues at Iraqi post-secondary educational institutions is almost beyond description," said CAUT executive director James Turk. "Unfortunately, while we are trying to draw attention to their plight, there's little we can actually do."

Iraq's universities are nearing collapse and hundreds of professors and students have been killed, kidnapped, or tortured since the U.S.-led invasion of Baghdad in 2003. A joint study in 2007 by the Iraqi Ministry of Education and UNICEF found that at least 208 academics have been killed since the start of the war and that professionals are fleeing the country in such numbers that most universities are facing severe staff shortages.

The situation is only worsening as sectarian violence mushrooms in the wake of the country's takeover. Iraqi refugees from all walks of life are pouring into Jordan and Syria, and Canada has faced condemnation from a number of sources, including Amnesty International Canada, about its lack of commitment to accept increasing numbers of refugees.

Turk admits his frustration that so little of substance can be achieved at this point in the conflict, despite the CAUT executive's desire to help.

Still, he says CAUT has called on the Association of Universities and Colleges of Canada to urge its member institutions to make special efforts to create opportunities for refugee Iraqi academics. ■

PRESIDENT'S COLUMN

Advantage New Brunswick: A Disturbing Report

By GREG ALLAIN

THERE'S SOMETHING brewing in New Brunswick, and it's not a pot of King Cole tea! I had originally planned to complete my two-part series about CAUT's international reach, and particularly our role at Education International's world congress in Berlin last July, in this month's column, but that topic is being overshadowed by recommendations of a recent commission on post-secondary education in New Brunswick and will have to wait until December.

Since its Sept. 14 release, the report commissioned by the provincial government, and loftily titled "Advantage New Brunswick: A Province Reaches to Fulfill its Destiny," has sparked a storm of controversy and angry protests. The Liberal government of Premier Shawn Graham has so far publicly supported the report's main recommendations, which if implemented would have dire consequences for universities in the province, but the daily newspapers are filled with letters from readers overwhelmingly in opposition to the proposals.

On Sept. 17 I joined more than a thousand students, alumni and community members who marched in protest through Saint John to the offices of New Brunswick's Ministry of Education, and two days later I participated in a roundtable discussion on the topic organized by my faculty association in Moncton.

So what's all the fuss about? I won't go into all the details of the report's 34 policy recommendations, but this month and next month I look over four of the major issues involved.

One of the big concerns the two commissioners, Rick Miner and Jacques Lécuyer, had at the outset was the lower post-secondary education participation rates in New Brunswick, compared to the Canadian average. But if you look at the figures closely, you'll find that the university participation rate in New Brunswick is actually higher than the national average and the participation rate for community colleges is lower. So the solution would appear fairly obvious: fix the problem at the college level!

New Brunswick's community colleges are nearly unique in Canada for their narrow trades-oriented focus. Change needs to happen through new program creation, revamping existing offerings and introducing academic courses, in order to make the offerings more attractive. And optional initiation to trades courses should be reintroduced in the high school curriculum, from which it was eliminated five years ago. Yes, there is a shortage of skilled tradespeople in the province, but the education offered should be broader in scope, as in most other provinces, and students should have the possibility of transferring to universities afterwards should they so desire.

Is this what the report is recommending? Absolutely not! It's calling for UNB's Saint John campus, along with the Université de Moncton's Shippagan and Edmundston campuses, to be merged with area community colleges and converted into polytechnic institutes, thus effectively dismantling the two largest universities in the province. Mount Allison University in Sackville and St. Thomas University in

See DISTURBING REPORT page A6 ☞

LE MOT DU PRÉSIDENT

Avantage Nouveau-Brunswick : un rapport troublant

Par GREG ALLAIN

AU Nouveau-Brunswick, quelque chose bout sur le feu en ce moment, et ce n'est pas une théière remplie de thé King Cole! J'avais prévu pour le présent numéro du *Bulletin* de terminer ma rubrique en deux parties sur le rôle de l'ACPPU à l'échelle internationale et, plus particulièrement, sur notre participation, en juillet dernier, au congrès mondial de l'Internationale de l'Éducation à Berlin, mais ce sujet, éclipsé par les récentes recommandations de la Commission sur l'éducation post-secondaire au Nouveau-Brunswick, sera reporté en décembre.

Depuis sa publication le 14 septembre dernier, sous le titre grandiloquent *Avantage Nouveau-Brunswick : Une province cherche à accomplir sa destinée*, le rapport commandé par le gouvernement provincial a soulevé un vent de controverse et une vague de protestations furieuses. Le gouvernement libéral du premier ministre Shawn Graham a jusqu'ici souscrit publiquement aux principales recommandations du rapport qui, si elles devaient être mises en oeuvre, entraîneraient des conséquences graves pour les universités de la province, mais les journaux quotidiens sont assaillis par les lettres de lecteurs massivement opposés aux propositions.

Le 17 septembre, je me suis joint à plus de mille étudiants, professeurs et membres de la communauté qui ont défilé, en guise de protestation, dans les rues de Saint John jusqu'aux bureaux du ministère de l'Éducation du Nouveau-Brunswick, et j'ai participé, deux jours plus tard, à une table ronde sur le sujet organisée par l'association du personnel académique dont je suis membre à Moncton.

Alors pourquoi cette agitation? Je n'entrerai pas dans tous les détails des 34 recommandations du rapport, mais, ce mois-ci et le mois prochain, je me pencherai sur quatre des principales questions en jeu.

L'une des grandes préoccupations des deux commissaires Rick Miner et Jacques Lécuyer, au départ, est le taux inférieur de scolarisation postsecondaire au Nouveau-Brunswick par rapport à la moyenne canadienne. Mais si l'on regarde les chiffres de près, on constate que le taux d'inscription à l'université dans cette province est en fait supérieur à la moyenne nationale, et que le taux d'inscription aux collèges communautaires est inférieur. La solution qui s'impose semble alors des plus évidentes : corriger le problème au niveau des collèges!

Les collèges communautaires au Nouveau-Brunswick sont presque uniques en leur genre au pays parce qu'ils sont orientés principalement vers l'enseignement technique de métiers. Les changements doivent se faire par la création de nouveaux programmes, le réaménagement des programmes en place et l'ajout de nouveaux cours afin d'attirer davantage de candidats. Et il faudrait réintroduire l'initiation optionnelle aux métiers au niveau secondaire, qui a été éliminée il y

Voir RAPPORT à la page A4 ☞

Contract Staff & EI

By CINDY OLIVER, ANNE SKOCZYLAS, BRENDA MCLEAN, GEOFF MARTIN, GEORGE DAVISON, SANDRA HOENLE & PETRA GANZENMUELLER

ONE of the consequences for academic staff of the shift from permanent, secure employment to insecure, contract employment, has been the need for contract academic staff to resort to unemployment benefits. Even if, consistent with CAUT policy, all contract academic positions are six- or 12-months in duration, there will still be periods of unemployment or underemployment for those employees. Ensuring that contract academic staff members are entitled to receive Employment Insurance benefits must be a major priority for CAUT and its member associations.

Since the mid-1990s, eligibility for EI benefits has been connected to the hours worked by an individual in the previous 12-month period. In a number of ways contract academic staff, especially those who work part-time, have been disadvantaged by this new system. Even though we are professionals, it is normally the employer who defines, or deems, the number of hours a *contract employee has worked*. Employers often take the position that full-time contract academic staff work 35-40 hours per week, while part-timers are deemed to have worked only a fraction of this time. A contract academic staff member's number of weeks of EI benefits is directly related to the number of insurable hours of work for which he or she is paid during the qualifying period before the end of the contract. Typically, Service Canada, the federal agency that operates the EI system, accepts the employer's deemed hours without dispute.

In many institutions the employer makes this decision arbitrarily without regard for the enrollment variations of classes, the particular discipline, or the other activities of the member. Currently, a majority of part-time contract academic staff work under stipendiary contracts and the deemed hours in these contracts reflect the employer's position that these are "teaching-only" positions. Because academic duties are greater than employers typically recognize, contract academic staff members often find they have worked more hours than the hours deemed by the employer. In past years, contract academic staff have successfully gone to court (in cases such as *Franke v. Minister of National Revenue*, and *McKenna v. Minister of National Revenue*) to substitute their own work logs for the hours of work determined by the employer.

We should view the number of insurable hours of work deemed by the employer as an employment benefit that should be negotiated at the bargaining table. Academic staff associations should advocate deemed hours for part-time contract academic staff that accurately represent the prorated nature of the academic job. That is, deemed hours should reflect the typical teaching, research and creative activity, and service activities by both full- and part-time contract academic staff. Determining hours of work for these employees should be based on a formula connected to the number of courses taught, the enrollment in those classes, the year level of the classes, lab, studio or clinical components, supervision of teaching assistants, as well as supervision of independent-study and graduate students, and any other relevant teaching activities. Further, hours should also be agreed for a member's research, creative activity and service activities.

It is as important that contractual provisions obligate the employer to deem a greater number of hours for contract academic staff who have logged more than the hours produced by the operation of the formula. By obliging the employer in this way, the contract academic staff member is saved the difficulty of *appealing within the EI system*, which is now required for upward revision of the deemed hours produced by the employer.

In addition to these bargaining challenges there may be more we need to do on the political and legal fronts, to address a new issue on the horizon. Even though Service Canada will accept an employee's log of when they worked, for the purpose of determining his or her entitlement to benefits, it's a different story when a member is both collecting benefits and working part-time. Service Canada will not accept an employee's log of hours worked and income earned if it is different from an employer's claim based on the employment contract. Typically, employers claim employees work the same number of hours each week throughout a contact, even though in reality marking and other activities mean there are variations in hours on a week-to-week basis.

Numerous part-time employees who initially received EI benefits have been forced to repay the funds, despite the multibillion dollar EI surplus, because of the lack of flexibility in the system. Besides our efforts at the bargaining table, CAUT and its member associations should support claimants who want to launch a court challenge against this aspect of the system. ■

Cindy Oliver, Anne Skoczylas, Brenda McLean, Geoff Martin, George Davison, Sandra Hoenle and Petra Ganzenmueller are members of CAUT's executive-appointed contract academic staff committee.

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ACTUALITÉS

Un rapport troublant

☞ suite de la PAGE A3

a cinq ans. Oui, il existe bel et bien une pénurie de gens de métiers spécialisés dans la province, mais l'enseignement offert devrait avoir une portée plus large, comme dans la plupart des autres provinces, et les étudiants devraient pouvoir par la suite poursuivre leurs études à l'université, s'ils le désirent.

Est-ce cela que recommande le rapport? Pas du tout! Il propose de fusionner le campus de Saint John de l'Université du Nouveau-Brunswick ainsi que les campus de Shippagan et d'Edmundston de l'Université de Moncton avec les collèges communautaires de ces régions et de les convertir en écoles polytechniques, démantelant ainsi les deux plus grandes universités de la province. Les universités Mount Allison à Sackville et St. Thomas à Fredericton seraient par contre épargnées.

À quoi ressembleraient ces nouvelles polytechniques? Selon le rapport, ces établissements hybrides offriraient une gamme de cours appliqués plus limitée, ils seraient plus adaptés aux besoins de la région et ils pourraient offrir certains programmes universitaires, jusqu'au doctorat même.

Dans leurs déclarations publiques, les commissaires ont évoqué les modèles du MIT, du CalTech, du Renssaeler Polytechnic Institute dans l'État de New York et de l'École Polytechnique Fédérale de Lausanne en Suisse, en faisant valoir que la tendance au Canada et ailleurs était à la création de tels établissements. À les croire, la mise en œuvre des recommandations du rapport placerait le Nouveau-Brunswick à l'avant-garde des provinces canadiennes.

Il convient ici de dissiper quelques mythes. Le MIT, le CalTech et l'École Polytechnique Fédérale de Lausanne sont tous des universités et non pas des établissements hybrides pouvant être assimilés à des collèges communautaires élargis. Les commissaires citent également en exemple l'École Polytechnique de Montréal, qui constitue en fait la Faculté d'ingénierie de l'Université de Montréal. Il importe de souligner que toutes ces institutions sont implantées dans des régions métropolitaines beaucoup plus grandes.

Ce qui n'apparaît pas clair dans le rapport, c'est comment les polytechniques proposées seraient mieux à même de mener des recherches appliquées que les universités existantes. Le Nouveau-Brunswick occupe déjà le dernier rang des provinces canadiennes pour ce qui est de la somme par habitant consacrée au financement de l'enseignement postsecondaire, et il se classe presque à la queue du peloton pour ce qui est des fonds de contrepartie affectés aux programmes de recherche. La province ne pourra pas soutenir réellement la concurrence à l'échelle nationale tant que le financement des activités de base actuelles ne sera pas revalorisé. En dépit du sous-financement actuel, les universités du Nouveau-Brunswick compétionnent déjà avec succès aux plans national et international, mais il importe incontestablement de remédier à la pénurie de fonds.

Les commissaires affirment avec confiance que les polytechniques sont la voie de l'avenir. Or, la conversion des universités en place en établissements polytechniques est quelque chose de tout à fait inconnu. Dans le reste du Canada et ailleurs dans le monde, la tendance prédominante se manifeste plutôt dans le sens contraire : les collèges communautaires sont remplacés par des polytechniques ou des collèges universitaires et finissent par acquérir le statut d'universités. Le déclassement des campus universitaires pour en faire des polytechniques représenterait un recul pour le Nouveau-Brunswick, compromettrait l'accès étudiant à une éducation complète de qualité, au lieu de l'accroître, et porterait atteinte à la capacité de recherche de la province.

L'ensemble du processus pourrait faire reculer les universités de la province de plus de 40 ans. Nous devons faire savoir au premier ministre Graham que notre province ne pourra pas ainsi accéder à la prospérité et à l'autosuffisance. Nous devons tirer parti de nos établissements postsecondaires existants et reconnus, accroître considérablement leur financement et les doter des moyens qui leur permettront de produire des réalisations encore plus ambitieuses et plus évoluées dans l'intérêt des jeunes de cette province et de la population du Nouveau-Brunswick dans son ensemble. Il nous faut aller de l'avant et non pas revenir en arrière!

Le mois prochain, ma rubrique portera sur les recommandations du rapport qui ont trait au financement, à la gouvernance, aux frais de scolarité et à l'aide financière aux étudiants. Restez à l'écoute! ■

HOMEWORK!

Guessing the Right Bag

A magician has a collection of tokens numbered from 1 to 20. He distributes them among three purses, with each purse getting at least one token. A spectator is asked to select two of the purses, take one token from each, and announce the sum of the numbers on the two tokens. The magician then states correctly which bag the spectator did not select. How might the magician distribute the tokens so that the trick always works?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A6.**

NEWS ACTUALITÉS

Advantage NB ignites firestorm

☞ From PAGE A1

to the Canadian average would take $58 million a year," Turk said.

GOVERNANCE

Attention is also being focused on reforms outlined in the report that would change the collegial governance structure of post-secondary institutions.

The report recommends that decision-making authority in the polytechnics "rest firmly in the hands of an appointed board and president." The report also suggests that "consideration be given to a change in the role of university senates," so that they would report to the board through the university president.

"This recommendation would take responsibility for determining educational policy out of the hands of those who know academic issues best and undermines the traditional system of shared governance that is used in universities across the country," Turk said.

Further, the report recommends that the provincial government create an arms-length agency, called the New Brunswick Post-Secondary Education Commission, with responsibility for overseeing quality assurance and accreditation of degree programs offered through all public and private institutions in the province. According to the proposal, the commission membership would include representatives from university, polytechnic and college administrations, education industry executives and government appointees, with no dedicated seats for faculty members or students.

TUITION

Student groups blasted the report's recommendations to deregulate tuition fees and eliminate the existing $2,000 grant for first-year students and the tax credit for tuition fees. In place of up front grants the report calls for a "cap" of $7,000 per year on student debt.

Graham Cox, a spokesperson for the New Brunswick arm of the Canadian Federation of Students, described the proposed changes as a recipe for student debt and privatization.

"Students and their families need protection from tuition fee increases, but the recommendations around tuition encourage fee hikes," he quarreled. "The new model will drive up tuition fees and reduce access to universities. Students in the Maritimes already have the highest debt in Canada and it is irresponsible to call on students and their families pay more in user fees."

Turk said he's dubbed the commission's report 'Disadvantage' New Brunswick.

"The proposals as mapped out in the report would be bad for students, faculty, communities and the province as a whole," he said. ■

ON THE NET

The commissioners' 56-page report is available for download at www.gnb.ca/cnb/promos/cpse/ index-e.asp.

AUNBT says...

When the Commission on Post-Secondary Education (CPSE) in New Brunswick finally released its much-leaked report on Sept. 14, one of the commissioners stressed repeatedly that acceptance of its recommendations was an "all or nothing" proposition. They advised Premier Shawn Graham of the same in their letter transmitting the report. They also urged readers, before reacting, to spend "time understanding the dynamics and relevance of the issues raised."

Having done so, AUNBT [the Association of University of New Brunswick Teachers] concludes that the recommendations of the CPSE are so flawed that we must urge the government of New Brunswick to reject the report in the main. Like UNB, we favour change in higher education but the change proposed by this report would betray the interests of New Brunswick and its citizens.

The report is misleading and contradictory. For example, it claims to give "first priority" to the needs of students (p. 1); yet it recommends that institutions be free to raise tuition as they see fit (pp. 37, 49) and that university education in some communities be replaced by polytechnic training (pp. 16-22). It suggests that the proposed "New Brunswick polytechnics" will be comparable to "MIT" and "Caltech" (pp. 17-18); yet these are among the world's premiere universities with programs in the humanities and social sciences, as well as science and engineering, and their faculty members have full academic freedom. It urges the province to "expand its productivity in graduate education and research" (p. 28); yet it recommends a radical reduction in the size and capacity of UNB (pp. 19, 20, 24), New Brunswick's main generator of research, technology transfer and graduates with higher degrees.

The commissioners appear hostile towards collegial governance and propose downgrading the university senates, from academic governing bodies to mere advisory councils. This governance recommendation would reduce the New Brunswick universities to the level of academic outcast, in the eyes of national accrediting bodies, such as the Association of Universities and Colleges of Canada. It is preposterous to suppose that qualified scholars can be recruited to offset the projected wave of retirements at institutions whose standards of collegial governance and academic freedom do not meet those prevailing in all other provinces.

Academic freedom, the defining characteristic of university research and teaching, is nowhere mentioned. It is well known that academic freedom is in short supply in community colleges and the type of polytechnics that the report recommends. Notoriously, teachers and administrators at NB community colleges are now under a gag-order, prohibiting them from commenting on the PSE report (editorial,

See AUNBT page A11 ☞

Levée de boucliers contre un rapport sur l'éducation au Nouveau-Brunswick

Étudiants, professeurs et communautés diverses réclament la remise sur les tablettes d'un rapport sur l'éducation postsecondaire.

PHOTO: PATRICK KOLL

Des manifestations ont éclaté à Saint John à la suite de la publication du rapport *Avantage Nouveau-Brunswick*.

Le 17 septembre dernier, une foule d'environ 2 000 personnes a défilé dans les rues de Saint John pour demander au gouvernement du Nouveau-Brunswick de rejeter un rapport controversé sur la réforme du système d'éducation postsecondaire de la province.

Plusieurs rassemblements, forums et séances d'information publiques ont été organisés depuis pour dénoncer le rapport *Avantage Nouveau-Brunswick* de la Commission sur l'éducation postsecondaire, qui recommande, entre autres changements radicaux, de déclasser trois campus satellites de l'Université du Nouveau-Brunswick et de l'Université de Moncton pour en faire des polytechniques.

Greg Allain, professeur à l'Université de Moncton et président de l'ACPPU, reconnaît certes qu'il est absolument nécessaire d'apporter des améliorations au système d'éducation postsecondaire de la province, mais « on ferait néanmoins fausse route » en suivant les recommandations du rapport.

Si certaines assurances vagues de la Commission permettent de croire que les étudiants actuels ne seraient pas écartés des programmes d'études déjà entamés, il n'existe aucun plan de transition détaillé pour les étudiants et les professeurs des campus touchés par les changements proposés. Rien n'est dit sur le fait que les futurs étudiants désirant suivre un programme universitaire complet devront débourser davantage puisqu'il leur faudra quitter les collectivités universitaires existantes.

Pour M. Allain, les recommandations du rapport contribuent à alimenter un profond sentiment d'incertitude face à l'avenir pour quelque 200 professeurs à temps plein et bon nombre d'autres membres du personnel académique contractuel au Nouveau-Brunswick.

« Cette réforme, qui perturbera les études de plus de 3 000 étudiants actuels et celles de tous les futurs étudiants cherchant à s'inscrire à un programme universitaire, nécessite un plan plus exhaustif et nuancé que celui proposé dans le rapport de la commission. »

FINANCEMENT

Le directeur général de l'ACPPU, James Turk, qui s'est rendu au Nouveau-Brunswick pour prendre la parole à un rassemblement tenu le 25 septembre à Saint John et pour s'entretenir avec les professeurs et les étudiants, a déclaré qu'il était « honteux » que la commission n'ait pas tenu compte dans son rapport des deux principaux problèmes qui touchent l'éducation postsecondaire au Nouveau-Brunswick : le sous-financement et les barrières que la province pose à son système de collèges communautaires.

Le rapport recommande d'augmenter le financement de 50 millions de dollars sur trois ans, montant que M. Turk juge « nettement insuffisant » au regard des véritables besoins d'une province qui se classe bonne dernière pour ce qui est de la somme par personne consacrée à l'éducation postsecondaire.

« L'apport supplémentaire proposé est censé répondre aux besoins des universités, polytechniques et collèges, alors qu'il faudrait injecter 58 millions de dollars par an rien que pour rehausser jusqu'à la moyenne nationale le niveau de financement des universités en fonction du nombre d'habitants », a fait observer M. Turk.

GOUVERNANCE

Une attention particulière est également portée aux réformes proposées dans le rapport qui réaménagerait la structure de gouvernance collégiale des établissements postsecondaires.

Le rapport précise à ce sujet que le pouvoir de décision au sein des polytechniques « reposerait fermement entre les mains d'un comité et d'un président attitrés » et que l'« on devrait envisager la possibilité de modifier le rôle du Sénat académique » de sorte que ce dernier rende des comptes par l'intermédiaire du président.

« Non seulement les personnes les plus au fait des questions académiques se verraient-elles ainsi retirer la responsabilité d'établir les politiques en matière d'enseignement, mais, en outre, le système de gouvernance partagé établi de longue date dans les universités du pays en sortirait ébranlé », souligne M. Turk.

Le rapport recommande d'autre part la création d'un nouvel organisme de coordination indépendant, la Commission sur l'éducation postsecondaire du Nouveau-Brunswick, qui aurait pour mandat de superviser l'assurance de la qualité et d'accréditer les grades offerts dans tous les établissements publics et privés de la province. Selon cette recommandation, la commission serait composée de représentants des administrations des universités, polytechniques et collèges communautaires, de cadres supérieurs du secteur de l'éducation et de personnes nommées par le gouvernement, mais aucun siège ne serait réservé aux étudiants et aux professeurs.

FRAIS DE SCOLARITÉ

Les groupes étudiants ont rejeté avec véhémence les recommandations qui appellent à déréglementer les frais de scolarité, à éliminer la bourse de 2 000 $ actuellement octroyée aux étudiants de première année et à supprimer le crédit d'impôt pour frais de scolarité. Au lieu des subventions immédiates, la commission préconise pour les étudiants un « plafond d'emprunt » fixé à 7 000 $ par an.

Selon Graham Cox, un porte-parole de la Fédération canadienne des étudiantes et étudiants

Voir LEVÉE à la page A10 ☞

NEWS ACTUALITÉS

Empowering Contract Academic Staff

Edmonton conference explores new options for delivering equality.

CONTRACT academic staff and officials of member associations from across the country travelled to Edmonton May 28 for CAUT's third biennial contract academic staff conference.

David Johnson, president of the Academic Staff Association at the University of Alberta, welcomed delegates to the campus venue and spoke to his audience on the importance of efforts to overcome inequities that have plagued contract academic staff for years.

CAUT and its locals are markedly improving the conditions of employment for contract academic staff, said CAUT president Greg Allain, in delivering the keynote address, but warned there's more to be done to secure the rights of part-time academics.

"We've come a long way in organizing and bargaining for advantage, but we still have further to go on the larger issues of conversion, regularization and the integration of teaching, research and service," Allain said.

Among the presenters, Geoff Martin, professional officer of the Mount Allison Faculty Association, made the case for contract academics and their unions to incorporate CAUT's pro rata policies on "rebundling" teaching, research and service tasks at the bargaining table, while Tom Friedman of Thompson Rivers University reviewed the experiences of BC's Federation of Post-secondary Educators in winning "regularization" for their locals in past rounds of bargaining.

George Davison, a history instructor at the College of New Caledonia, and Michael Skeleton of Wilfrid Laurier University also shared anecdotes and their insights on surviving the contract academic staff experience.

The conference also hosted a series of 'how to' sessions for delegates, including mobilizing the membership, negotiating paid research and service time, transitioning from the current stipendiary system to a pro rata model of appointments and negotiating a benefits package.

In her closing remarks Cindy Oliver, president of the Federation of Post-secondary Educators of BC and chair of CAUT's contract academic staff committee, highlighted the importance of the forum in bringing together people to share and discuss their experiences and in providing new tools and techniques that can be taken to bargaining tables on local campuses.

She also pressed the need to organize for better positioning in achieving equity and fair treatment for contract academic staff and to educate tenured faculty about the problems afflicting their contract colleagues.

"The conference underlines CAUT's ongoing commitment to achieve fairness for contract academic staff in Canada," she finished. "Our delegates leave Edmonton armed with information and better equipped to overcome the challenges they face in bargaining." ■

Disturbing Report

☞ From PAGE A3

Fredericton are spared this fate.

What would these new polytechnics look like? According to the report, these new hybrids would offer much narrower applied courses, would be more in tune with the needs of the area and could offer some university programs, including at the master's and PhD levels.

In public declarations, the commissioners touted the models of MIT, CalTech, Renssaeler Polytechnic Institute in New York state and École Polytechnique Fèdèrale in Lausanne, Switzerland, adding that the trend in Canada and elsewhere is toward the creation of such institutions. New Brunswick would, if the report's suggestions were implemented, be at the vanguard of Canada's provinces . . .

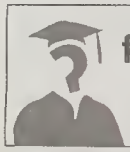
Let's dispel a few myths. MIT, Caltech, Renssaeler and École Polytechnique Fèdèrale de Lausanne are all universities, not hybrid institutions amounting to expanded community colleges. Also cited as an example is École Polytechnique de Montréal, the autonomous engineering school of the Université de Montréal. These institutions are also all situated in much larger metropolitan areas.

What's not clear in the report is how the proposed polytechnics would be better situated to conduct applied research than the existing university campuses. New Brunswick is already last among Canadian provinces in per capita funding for post-secondary education and near the bottom for matching research funding. Current core operations need upgrading before the province can really compete nationally. Despite the substantial underfunding, New Brunswick universities are already competing successfully on the national and international stages, but the dearth of funding definitely needs to be addressed.

The commissioners boast that polytechnics are the wave of the future. Converting existing universities into this type of institution is completely unheard of! In the rest of Canada and internationally, the overwhelming trend has been in the opposite direction – community colleges becoming polytechnics or university colleges, and later on acquiring university status. Downgrading university campuses to polytechnics would be a step backward for New Brunswick, constricting instead of enhancing student access to a comprehensive quality education and undermining the province's research capacity.

This whole process could set the province's universities back more than 40 years! We must let Premier Graham know this is not the way to prosperity and self-sufficiency for our province. We need to build on our existing and proven post-secondary institutions, fund them at a much better rate, and give them the means to do even bigger and better things for the young people of this province and for the population of New Brunswick as a whole. Let's go forward, not backward!

Next time: the report's proposals on funding, governance, tuition fees and student financial assistance. Stay tuned! ■



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Answer to Homework!

From page A4. There are at least two ways to distribute the tokens. First, he puts token 1 in the first bag, token 20 in the second, and the remaining tokens in the third. If the sum of the tokens selected is between 3 and 20, then the second bag was not selected; if the sum is 21, then the third bag was not selected; if the sum is between 22 and 39, then the first bag was not selected. Second, he might put tokens 1, 4, 7, 10, 13, 16 & 19 in the first bag, tokens 2, 5, 8, 11, 14, 17 & 20 in the second and tokens 3, 6, 9, 12, 15 & 18 in the third. Is there a third possibility for the distribution?

NEWS ACTUALITÉS

Education International says OECD Promoting Privatization, not Access

THE ORGANISATION for Economic Co-operation and Development is promoting increased privatization instead of greater access to public education in its annual report released last month, says the largest international organization representing educators.

The OECD's 450-page report, Education at a Glance 2007, examines internationally-comparable indicators of education.

"The OECD consistently fails to call for greater public investment in education, but this year's report clearly calls for increasing privatization of funding for tertiary education," Fred van Leeuwen, general secretary of Education International, said in a statement issued Sept. 19.

"Financing higher education through general taxation is the most equitable way of ensuring education as a social good in democratic societies."

Van Leeuwen cautioned against following Australia's move to income-contingent student loans, which the OECD cited as a successful example of private financing.

"Income-contingent loans entrench regressive tuition fees and place a disproportionate burden on students from lower-income households," he said.

EI points out that OECD indicators show economic and social benefits for individuals and countries that invest in education. Countries with well-funded education systems tend to have the most successful economies and the highest levels of student performance.

Canada lacks data

The OECD's annual assessment has little to say about how Canada's education system fares on the world stage because Canada was unable to report data for 57 of the 96 indicators used for the report.

Canada failed to provide information on who participates in post-secondary education or on graduation or dropout rates and supplied data for only two of 28 indicators on public and private investment in post-secondary education.

The Canadian Council on Learning attributes the data shortfall to Canada's failure to adequately track key information. Canada spent $34 billion on post-secondary education during 2007, the council said, but lacks the data needed for a proper evaluation of performance in this area.

"We can't conduct the analysis – and neither can the OECD – because Canada can't supply even the most basic information," council president Paul Cappon said.

Canada ranks last among the OECD member and partner countries when it comes to the amount of post-secondary education information provided for the annual survey, behind countries as varied as the United States, Luxembourg, Chile and Croatia, the council said.

The council said without immediate action to fix the information deficit, it's evident Canada will not be equipped to make the right decisions and investments in post-secondary education.

"Post-secondary education is vital to Canada's future prosperity and social cohesion," Cappon said. "If we can't assess our performance in comparison to other countries, Canada risks falling behind." ■

ON THE NET

Readers can download Education at a Glance 2007, free of charge, at http://www.oecd.org/dataoecd/4/55/39313286.pdf

L'OCDE favorise la privatisation de l'éducation et non son accès

DANS son rapport annuel paru le mois dernier, l'Organisation de coopération et de développement économiques (OCDE) – la plus grande organisation internationale représentant les professionnels de l'éducation – favorise une augmentation de la privatisation de l'éducation au lieu de promouvoir un plus grand accès à une éducation publique.

Le rapport *Regards sur l'éducation 2007*, qui fait 472 pages, examine au niveau international des indicateurs comparables en matière d'éducation.

« L'OCDE néglige systématiquement de demander un plus grand investissement public dans l'éducation, mais le rapport de cette année demande clairement une augmentation de la privatisation du financement de l'enseignement supérieur », a déclaré le secrétaire général de l'Internationale de l'Éducation, Fred van Leeuwen, dans un communiqué du 19 septembre dernier.

« Financer l'enseignement supérieur par le biais d'impôts généraux est le moyen le plus équitable d'assurer une éducation comme bien social dans les sociétés démocratiques. »

M. van Leeuwen a exprimé une mise en garde à l'encontre du programme de prêts étudiants en fonction du revenu établi par le gouvernement australien, que l'OCDE présente comme un exemple réussi de financement privé.

« Ces prêts basés sur le revenu empiètent sur des frais de scolarité dégressifs et placent une charge disproportionnée sur les étudiants issus des foyers à bas revenu », a-t-il précisé.

L'Internationale de l'Éducation souligne que les indicateurs de l'OCDE font ressortir les avantages économiques et sociaux dont bénéficient les personnes et les pays qui investissent dans l'éducation. Les pays dotés de systèmes éducatifs bien financés ont tendance à avoir les économies les plus prospères et les niveaux de rendement scolaire les plus élevés.

Lacunes du Canada

Le rapport annuel de l'OCDE peut difficilement évaluer comment se classe à l'échelle internationale le système éducatif du Canada parce que celui-ci n'a pu fournir de données pour 57 des 96 indicateurs passés en revue dans le rapport.

Le Canada n'a transmis aucune donnée sur les personnes qui utilisent notre système d'éducation postsecondaire, sur les diplômés et sur les taux de décrochage. Il n'a fourni des données que sur deux des 28 indicateurs liés aux investissements publics et privés dans le secteur.

Le Conseil canadien sur l'apprentissage attribue ces lacunes au fait que le Canada ne recueille pas systématiquement les données utiles. Malgré les 34 milliards de dollars consacrés à l'éducation postsecondaire en 2007, indique le conseil, le Canada ne dispose pas des données qui lui permettraient d'évaluer adéquatement son rendement dans ce secteur.

« Nous ne pouvons procéder à une telle analyse (pas plus que l'OCDE) parce que le Canada n'est pas en mesure de fournir les données de base requises », affirme Paul Cappon, président-directeur général du conseil.

Le Canada se classe dernier parmi les États membres de l'OCDE et ses pays partenaires par la quantité d'information sur l'éducation postsecondaire fournie pour le rapport annuel, derrière les États-Unis et le Luxembourg, mais aussi le Chili et la Croatie.

S'il ne prend pas immédiatement les dispositions nécessaires pour combler ce manque d'information, le Canada ne sera pas en mesure de prendre des décisions éclairées ni de bien cibler les investissements dans le secteur de l'éducation postsecondaire, prévient le conseil.

« L'enseignement postsecondaire est essentiel pour la prospérité et la cohésion sociale futures du Canada », signale M. Cappon. « Si nous ne pouvons comparer notre rendement à celui d'autres pays, nous risquons de tirer de l'arrière. » ■

SUR LE NET

Nos lecteurs peuvent télécharger gratuitement la version PDF du rapport *Regards sur l'éducation 2007* à l'adresse http://www.oecd.org/dataoecd/16/51/39308942.pdf.

Commission Examines Quest University Practices

PHOTO: TODD LAWSON

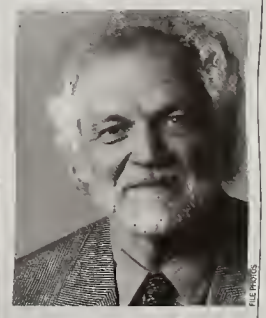
Dr. David Strangway founded Quest University Canada following his 12-year tenure as president of the University of British Columbia.

CAUT has asked a two-person commission to determine if Quest University Canada, a new, *private university in British* Columbia, meets the key requisites for a legitimate university.

Led by former University of British Columbia president David Strangway, Quest is a "select liberal arts and sciences University [that] goes beyond the boundaries of academic disciplines and geographic borders in the pursuit of knowledge and global understanding," the school's website says. Located in Squamish, an hour north of Vancouver, Quest opened in September with 160 students in its liberal arts program. Tuition at Quest is $24,000, plus $11,000 for room and board.

As it does with any new university, CAUT wants to determine whether the institution's governance structure and provisions for academic freedom are suitable. Two recently retired academics, William Bruneau (above) from the University of British Columbia and Bill Graham (right) from the University of Toronto, will examine Quest's policies and practices and will prepare a report for CAUT Council.

The commissioners will look at whether Quest has a senior academic body with the power to *make educational decisions* – comparable to the normal powers of a university senate. If there is such a body, they will determine if its structure and mandate ensures it is not a creature of the administration and if there are provisions so that the majority of members are non-administrative academic staff.



FILE PHOTOS

Also of interest will be the extent to which Quest recognizes and has policies to ensure the protection of academic freedom, along with a system of tenure – with appropriate procedures for peer-review in making all hiring, promotion and tenure decisions.

The commissioners also will examine whether there are bodies of academic staff that set curriculum, see to the creation and improvement of the library and evaluate teaching.

The commissioners hope to conclude their work this fall.

Quest received affiliate status from the American Academy for Liberal Education in December 2005 and approval from B.C.'s Degree Quality Assessment Board in September 2006. ■

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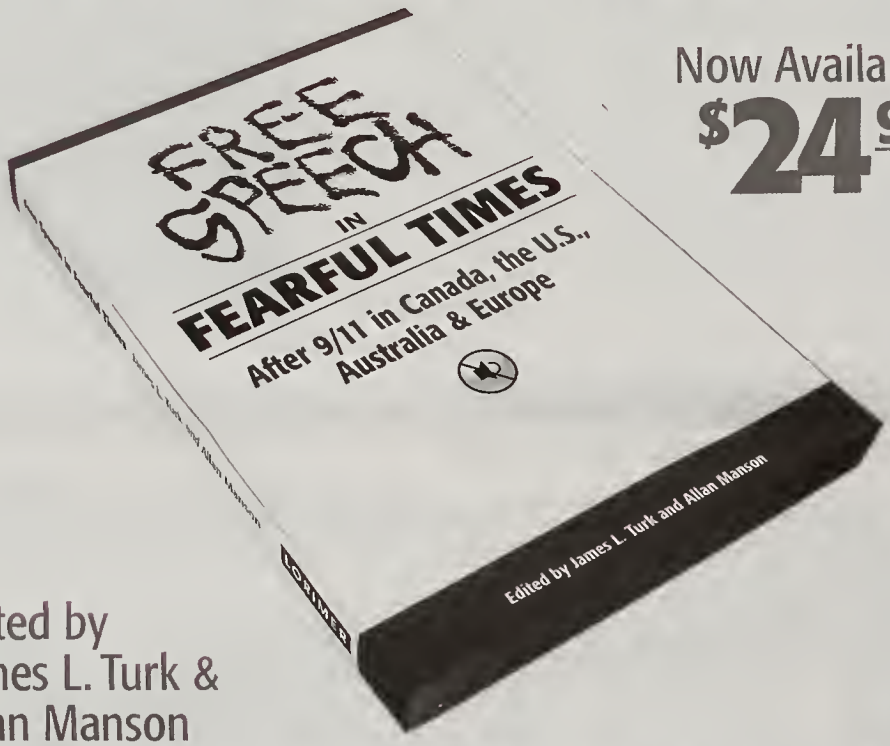

Edited by James L. Turk & Allan Manson

After 9/11, governments introduced anti-terror laws that put civil liberties at risk and eliminated long-standing legal protections. Turk and Manson bring together leading experts from Canada, the U.S., Australia, and the United Kingdom to take stock of these laws and their implications for free speech and academic freedom. This book also puts today's situation into perspective by looking at the treatment of scholars and intellectuals during similar periods, as when Bertrand Russell was fired from Cambridge during the First World War and American and Canadian academics were mistreated during the Cold War years. In addition to analyzing the impact of anti-terror laws, the contributors to this book offer proposals that would better protect freedom of expression, academic freedom and civil liberties.

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NEWS ACTUALITÉS

Stress a Major Problem

THE overall level of stress in academic staff employed in Canadian universities is very high, according to a new study released this month by CAUT. The study's findings are consistent with similar studies of stress among academic staff in the UK and Australia.

"Not surprisingly, the results of this study show that Canadian academics, like their colleagues in the UK and Australia, suffer from occupational stress that leads to decreased job satisfaction, reduced morale and increased ill health for academic staff," said Vic Catano, one of the study's lead researchers from Saint Mary's University.

"The incidence of stress varied over different groups, but academics who are most stressed tend to be female, tenure track faculty trying to balance work and family commitments," he said. "Our data suggest that faculty associations must take occupational stress into account when negotiating working conditions with their employers to reduce the strain on employees."

While the study paints a general picture of academics satisfied with their jobs and committed to their institutions emotionally, Catano said a significant minority of respondents reported relatively high occurrences of stress-related physical and psychological health symptoms and the use of stress-related medications over the past 12 month period.

The research was undertaken by Vic Catano and Lori Francis from Saint Mary's University and Ted Haines, Haresh Kirpalani, Harry Shannon and Bernadette Stringer from McMaster University's program in occupational health and environmental medicine, assisted by CAUT's occupational health and safety officer Laura Lozanski. Staff from 56 Canadian universities were randomly selected for inclusion in the study.

The findings appear online at www.caut.ca and are being distributed to all academic staff associations and universities across Canada. A similar study of stress and college workplaces is being undertaken this fall. ■

Acadia Faculty on Strike

ACADIA University faculty members took to the picket lines Oct. 15 after the university and the Acadia University Faculty Association failed to reach a tentative contract agreement before a union-imposed deadline. Classes have been suspended but the campus remains open.

The 300 professors, instructors and librarians represented by the faculty association voted 84 per cent earlier this month to take job action.

Union members have been without a contract since June and a provincially-appointed conciliator concluded in September that further negotiations between the union and the university administration were pointless.

Faculty association president Peter Williams contends the university's current offer will reduce the faculty complement between nine and 17 percent, keep the salary grid significantly below regional and national averages and fail to provide benefits and equity provisions that are the norm across Canada. Fair compensation for part-time faculty is also a contentious point.

"We are ready to resume negotiations at any time," Williams said. "We expect the administration to come back to the table . . . in a timely fashion to minimize the disruption to students and other members of the university community."

AUFA was last on strike for 15 days in 2004 before reaching a tentative agreement with the university. ■

Strike Averted at UofM

UNIVERSITY of Manitoba administrators and the university's faculty union tentatively agreed on a new three-year contract Oct. 14, four days before faculty planned to walk off the job.

Details of the deal were not available by press time.

U of M faculty last went on strike in 2001. Read more in next month's Bulletin. ■

CELEBRATING
IMMIGRANT WOMEN IN CANADA
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Gun Threat Alarms University Community

PHOTO: MIKE CASH, WINNIPEG FREE PRESS, SEPT. 26, 2007. REPRODUCED WITH PERMISSION.

A security guard checks a student's bag at the U of W Sept. 25. Tight security continued for days as the campus faced a shooting threat.

THE University of Winnipeg has joined the growing ranks of institutions learning to cope with the spectre of gun violence in their hallways.

Police were called in to investigate after a spray-painted threat to "shoot this place up on September 26" was discovered Sept. 19 on a men's washroom wall on campus.

"In terms of safety, they did what they could at the time," said University of Winnipeg Faculty Association president Kristine Hansen, referring to swift reaction by university officials and police.

Although the threat was never acted upon, the week following its discovery was a tense one for staff and students as police maintained a strong presence and university officials instituted new security measures, including emailed warnings for "vigilance," and the introduction of pop-up computer screen messages and instant voice-mailing for quick warning.

Attendance fell sharply on Sept. 26, and those who did show up faced long lineups and bag searches.

"People's moods ranged from fear and concern, to thinking it was all patently ridiculous," Hansen recalled.

Shawn Coates, director of communications and marketing for the university, told the Bulletin that authorities had judged the message a *"legitimate threat"* and the university is "trying to learn from the event and enhance preparedness." The author of the message has not been found.

Hansen agreed that evaluating risk is difficult, but that faculty's main concern in the wake of the turmoil is establishment of ground rules and parameters around use of security measures like searches and video surveillance.

"We're still untangling the complexity of issues around the event," she said. "Trying to balance civil rights with safety is an interesting idea. Frankly, I'm not sure it can be done."

Preparedness became an issue after other emergency events such as the shooting rampages that occurred last September at Montreal's Dawson College and more recently at Virginia Tech in the United States. In both those incidents, suicidal gunmen shot students and staff, killing one person at Dawson and 32 at Virginia. ■

L'Université de Winnipeg confrontée à une menace de violence

L'UNIVERSITÉ de Winnipeg figure maintenant au nombre de plus en plus élevé des établissements d'enseignement contraints de composer avec le spectre de la violence armée à l'intérieur de leurs murs.

L'université a demandé l'intervention des policiers après la découverte, le 19 septembre, d'un graffiti menaçant sur le mur d'une des toilettes pour hommes du campus. Le message annonçait qu'une fusillade aurait lieu le 26 septembre.

Les autorités de l'établissement et les policiers ont pris rapidement toutes les mesures de sécurité possibles à ce moment-là, a indiqué la présidente de l'association du personnel académique de l'université, Kristine Hansen.

La menace n'a pas été mise à exécution, mais, tout au long de la semaine qui a suivi la découverte du message, les membres du personnel et les étudiants ont été en proie à une vive tension pendant que la présence policière se faisait importante et que la direction de l'université mettait en place de nouvelles mesures de sécurité, dont l'envoi de courriels appelant à la « vigilance », de messages éclair surgissant à l'écran des ordinateurs et de messages vocaux instantanés.

Peu d'étudiants se sont présentés en classe le 26 septembre, et ceux qui y étaient ont dû patienter dans de longues files d'attente et subir une fouille de leurs sacs.

« La situation a suscité toutes sortes d'émotions et de réactions au sein de la communauté : peur et inquiétude chez certains mais aussi dérision totale chez d'autres », a observé Mme Hansen.

Le directeur des communications et du marketing de l'université, Shawn Coates, a déclaré au *Bulletin* que les autorités avaient jugé la menace « légitime » et que la direction de l'établissement cherchait à « tirer des enseignements de l'événement survenu et à améliorer sa capacité d'intervention ». L'auteur du message n'a pas été identifié.

Mme Hansen reconnaît que l'évaluation des risques est un processus difficile, mais souligne que, pour le personnel académique, il importe avant tout, au lendemain de la crise, que soient clairement établis des règles et des paramètres qui encadrent le recours à des mesures de sécurité telles que les fouilles et la surveillance vidéo.

Un agent de sécurité inspecte le sac d'une étudiante à l'Université de Winnipeg le 25 septembre (photo ci-haut). L'important dispositif de sécurité mis en place sur le campus a été maintenu pendant plusieurs jours après la découverte du message de menace.

« Nous sommes encore en train de démêler la complexité des questions sous-jacentes à l'événement », a-t-elle déclaré. « Tenter d'équilibrer droits civils et sécurité est un objectif particulièrement intéressant. À vrai dire, je ne suis pas certaine que cela puisse se faire. »

La capacité d'intervention a pris les allures d'un véritable enjeu à l'issue des autres drames qui sont survenus sur des campus, notamment les tueries au collège Dawson à Montréal, en septembre dernier, et plus récemment, à Virginia Tech aux États-Unis. Dans ces deux cas, les tireurs ont fait feu sur les étudiants et les membres du personnel avant de se suicider, faisant une victime à Dawson et 32 à Virginia. ■

NEWS ACTUALITÉS

AUNBT Launches CAS Membership Drive

CONTRACT academic staff are swelling the ranks of the Association of University of New Brunswick Teachers following the launch of the association's certification drive for part-time instructors and librarians on the Fredericton and Saint John campuses.

At a special session held last month, AUNBT's membership overwhelmingly approved constitutional amendments making stipend and contract academics eligible for full membership in the association.

AUNBT president Saba Mattar said the action capped a long process of preparation and planning by contract academic staff activists, CAUT staff and AUNBT's executive committee. The AUNBT's special meeting had been advanced a few weeks ahead of schedule in response to an announcement by the Public Service Alliance of Canada that it was seeking to represent some of those same employees.

Contested drives are not unusual, but this is the first time a CAUT local will be competing for members with PSAC, said CAUT executive director James Turk.

"The vast majority of contract academic staff bargaining units in Canadian universities are affiliated either with our local associations or with the Canadian Union of Public Employees," Turk said.

Last spring, PSAC organized the graduate student employees on the Fredericton campus, but has yet to be recognized as their bargaining agent by New Brunswick's labour relations board.

Mattar said his association is fully supportive of PSAC's efforts to unionize UNB's graduate employees.

"We recognized that PSAC had some experience with such employees and that our graduate employees would benefit from that significant community of interest within their own union," he said.

PSAC represents graduate student employees at a number of institutions, primarily in Quebec.

After the vote — CAUT president Greg Allain meets with history instructor Elizabeth McGahan and AUNBT's vice-president for Saint John Regena Farnsworth Sept. 6.

"For our CAS colleagues, on the other hand, we strongly believe they should find a home with AUNBT, and hence, within CAUT, which represents the majority of all such unionized employees across the country and has already made a significant investment of time and resources into their issues," Mattar added.

Arthur James, a part-timer who had been working with AUNBT for months on the representation front, was on hand immediately following the special meeting to be one of the first contract academic staff members of the association.

"It's such a relief to be done with the preparation phase," admitted James, who's also now involved with the association's part-timers organizing committee. "Now when my colleagues talk to me about the need for a union, I can hand them a card and show them the dotted line."

A few days after the special meeting, the Saint John campus was rocked by news that its continued existence as part of UNB was in question.

Regena Farnsworth, AUNBT's vice-president for Saint John, noted that "one of the most visible champions of our campus in this latest crisis has been Elizabeth McGahan, a longtime instructor in Saint John's history department and the first part-timer to join the association from Saint John."

As with almost every Canadian university, UNB's contract academics are poorly paid. Beyond the simple economics of such exploitation, however, is the threat posed to academic freedom when faculty professionals are not afforded security of employment and opportunities for professional development, said AUNBT vice-president David Bell.

"I'm appalled at the extent to which part-time faculty labour is overused, ill-used and abused within the institution," Bell said.

Bell, a former part-timer, said he's enthusiastic about the possibilities that will be opened up by "coordinated advocacy."

The AUNBT launched its drive on the same day the provincial labour board issued its long-awaited decision recognizing that contract academics at Université de Moncton should be considered members of the academic staff association.

As omens go, this one seems mighty auspicious. ■

Levée de boucliers

☞ suite de la PAGE A5

pour le Nouveau-Brunswick, les changements proposés mènent directement à l'endettement étudiant et à la privatisation.

« Alors que les étudiants et leur famille ont besoin d'être protégés contre les hausses de frais de scolarité, ce rapport, en fait, encourage de telles augmentations », a déploré M. Cox. « La nouvelle structure fera grimper les frais de scolarité et réduira l'accès aux universités. La population étudiante des Maritimes est déjà la plus endettée au Canada; il serait donc irresponsable de demander aux étudiants et à leur famille de payer des frais d'utilisateur encore plus élevés. »

Le rapport de la commission devrait être intitulé *Désavantage Nouveau-Brunswick*, ironise M. Turk.

« Les recommandations telles qu'elles sont formulées dans le rapport auraient des conséquences néfastes pour les étudiants, le corps professoral, les communautés diverses et la province dans son ensemble », conclut-il. ■

SUR LE NET

Le rapport de 63 pages de la Commission se trouve à l'adresse http://www.gnb.ca/cnb/promos/cpse/index-f.asp.

Voir L'ABPPUMCE et l'APPUMCS s'opposent au démembrement de l'Université de Moncton ci-dessus.

L'ABPPUMCE et l'APPUMCS s'opposent au démembrement de l'Université de Moncton

L'ASSOCIATION des bibliothécaires, professeures et professeurs de l'Université de Moncton, campus d'Edmundston (ABPPUMCE) est totalement en désaccord avec le démembrement de l'Université de Moncton et la création d'instituts polytechniques à Edmundston et à Shippagan tel que proposé dans le rapport de la Commission sur l'éducation postsecondaire au Nouveau-Brunswick.

« Bien que le rapport mette en évidence certains problèmes importants de notre système d'éducation postsecondaire, tels que l'endettement étudiant trop élevé, l'absence d'une véritable politique de recherche et le financement insuffisant, tout en soulevant l'importance de l'accessibilité aux études postsecondaires pour les étudiants de toutes les régions de la province, la réponse à la baisse démographique observée dans le Nord-Ouest ne réside pas dans la création d'un institut polytechnique », a déclaré Pierrette Fortin, présidente de l'ABPPUMCE.

« Le développement de polytechniques fragiliserait la formation universitaire francophone, pire encore, brise le lien d'appartenance avec l'Université de Moncton et, du coup, relance la compétition entre institutions et amplifie l'intérêt des étudiants pour les universités québécoises en raison de leur proximité avec certaines régions néo-brunswickoises », a ajouté Mme Fortin. « Au lieu d'augmenter le nombre d'étudiants dans nos institutions, qui ne jouiraient plus de la réputation de l'Université de Moncton, on risque de le diminuer. »

« Notons également que la formule de financement suggérée est incertaine et que la création de polytechniques ne garantit pas que les étudiants auront accès à tous les programmes universitaires dans leur région, puisque les commissaires proposent qu'ils soient centrés sur les besoins du marché régional de l'emploi. Par ailleurs, soulignons qu'ils n'ont fait aucune analyse sérieuse de ces besoins. »

Le rapport a aussi le mérite de faire ressortir les rigidités des relations entre les composantes de l'Université de Moncton.

« Nous espérons qu'il créera un climat de discussion favorable au développement de tous les campus de l'Université de Moncton », a fait observer Mme Fortin. ■

Campagne de souscription à l'UNB

LES membres du personnel académique contractuel viennent aujourd'hui gonfler les rangs de l'association des professeurs de l'Université du Nouveau-Brunswick (AUNBT) à la suite du lancement de la campagne d'accréditation que cette dernière a entreprise en vue de représenter les chargés de cours et les bibliothécaires à temps partiel en poste sur les campus de Fredericton et de Saint John.

Lors d'une assemblée extraordinaire tenue le mois dernier, les membres de l'AUNBT ont approuvé à une très large majorité des modifications à l'acte constitutif de leur syndicat pour rendre admissibles au statut de membre à part entière de l'association les universitaires titulaires de postes à contrat et à rémunération forfaitaire.

Pour le président de l'AUNBT, Saba Mattar, cette victoire vient couronner un long processus de préparation et de planification mené conjointement à bien par les activistes oeuvrant à la défense des intérêts du personnel académique contractuel, par les membres du personnel de l'ACPPU et par le comité de direction de l'AUNBT. Le syndicat avait devancé de quelques semaines la tenue de son assemblée extraordinaire après que l'Alliance de la Fonction publique du Canada (AFPC) eut annoncé qu'elle souhaitait représenter un certain nombre de ces mêmes employés.

Les campagnes d'accréditation concurrentielles ne sont pas inhabituelles, a souligné le directeur général de l'ACPPU, James Turk, mais c'est la première fois qu'une association locale de l'ACPPU devra se mesurer avec l'alliance.

« La vaste majorité des unités de négociation qui regroupent les membres du personnel académique contractuel des universités canadiennes sont affiliées avec nos association locales ou bien avec le Syndicat canadien de la fonction publique », a ajouté M. Turk.

Le printemps dernier, l'AFPC a réussi à syndiquer les étudiants diplômés employés sur le campus de Fredericton, mais elle n'a pas encore obtenu de la commission des relations du travail du Nouveau-Brunswick l'accréditation d'agent négociateur de ce groupe.

M. Mattar a indiqué que son

Voir CAMPAGNE à la page A11 ☞

La photo ci-haut montre le président de l'ACPPU, Greg Allain, en compagnie d'Elizabeth McGahan, chargée de cours d'histoire, et de Regena Farnsworth, vice-présidente de l'AUNBT pour Saint John, après l'assemblée extraordinaire du 6 septembre.

L'ASSOCIATION des Professeures et Professeurs de l'Université de Moncton Campus de Shippagan (APPUMCS) est totalement en désaccord avec le démembrement de l'Université de Moncton et la création d'une polytechnique à Shippagan tel qu'il est proposé dans le rapport de la Commission sur l'éducation postsecondaire au Nouveau-Brunswick dont elle déplore par ailleurs le ton alarmiste et les solutions inadéquates proposées.

« L'APPUMCS relève, d'une part, une incohérence entre les motivations de départ de la Commission et les recommandations finales et, d'autre part, la tentation hasardeuse de vouloir implanter dans notre région un modèle importé d'ailleurs », souligne Khaled Abed, le président de l'APPUMCS.

L'APPUMCS rejette les recommandations du rapport qui risquent de détériorer l'enseignement postsecondaire et de fragiliser davantage les assises des institutions postsecondaires au Nouveau-Brunswick et elle estime, au contraire, que ces dernières sont mieux à même d'analyser et de résoudre les problèmes existants.

Elle recommande de maintenir le réseau actuel de l'Université de Moncton avec des passerelles améliorées entre les campus tout en favorisant l'intégration des collèges communautaires du Nouveau-Brunswick. ■

NEWS ACTUALITÉS

AUNBT says...

From PAGE A5

Telegraph-Journal, 22 Sept. 2007).

The language of the report obscures an underlying agenda: to make an already-underfunded PSE system cheaper in the long term (after a three-year transition period); and to channel many students away from university education programs into "just in time" technical training programs to satisfy short-term labour market needs.

The commissioners recommend extinction of UNB Saint John. Then some combination of the remains, together with a community college, would be fashioned into an institution offering programs to train workers for industry. Whatever this new entity might be called, it would bear little resemblance to the full service offerings of the current UNBSJ. Disingenuously, the commission that recommends that UNBSJ be destroyed does not say in what way it has failed in its mission or why that mission was not worth pursuing. What is the problem for which destruction of UNBSJ is the solution? How will the Saint John region be better off if students who want to attend a real university are forced to leave to do so? How would teachers and researchers of reputation, or students anxious to earn a credible degree, be lured to this new institute that would offer far less than is available currently? The commission does not say.

The commission's recommendations regarding the funding formula and performance criteria, together with the extinction of UNBSJ, would mean that UNB would no longer have any claim to be a national, comprehensive university. Their recommendations would have radically adverse consequences for the remaining university's operating budget and could jeopardize nationally-accredited degree programs on the Fredericton campus. To diminish the province's flagship university is to harm all New Brunswickers. We would join Prince Edward Island as the only provinces without a significant research institution.

Aggrandizing its vision, the CPSE compares itself to the Deutsch Commission (pp. 1, 16). The 1962 Deutsch report was central to the vision of Premier Louis-J. Robichaud – that all citizens should have equal opportunity to participate fully in society. If implemented, the 2007 report's recommendations would erode the advances of the last 40 years in education and research. The consequence for the province would be an erosion in equality of opportunity generally.

SOLUTIONS TO ACTUAL PROBLEMS

In spite of the report's claims to having been driven by the demands for an evidence-based approach (letter of transmittal) there is none provided for the trumped-up problems or their spurious solutions (cf. pp. 20, 47). Chief among these is the proposition that it is somehow in interest of the province and its students to remove from communities universities which offer a range of certificates, diplomas and degrees leading to gainful employment.

It lies well within the power of this government to reform and strengthen, rather than degrade, post-secondary education in New Brunswick. Here are the key problems and some feasible solutions.

Address Underfunding

By the report's account, "New Brunswick currently spends the second lowest amount of all the provinces in transfers to universities" (p. 40). Converting the $50 million one-time cash infusion, as the report proposes into a permanent addition to base PSE operating funding, would help in addressing this problem significantly.

The province should also institute scholarship and bursary programs for undergraduate and graduate students that are at least as robust as the Canadian average.

Provide Matching Grants for Research & Graduate Training

The province should provide matching funding for all research grants awarded to New Brunswick scholars by Canadian research funding agencies using peer-review adjudication of applications, and for all postgraduate scholarships awarded by the federal granting councils to students who choose to study in this province.

The province should abandon the notion (adhered to by the New Brunswick Innovation Fund and endorsed by the CPSE) that it can "pick winners." The CPSE report makes it clear that its authors have neither an understanding nor an appreciation of modern research and its interdisciplinary character.

Give Community Colleges Independence

The community college system in New Brunswick should be removed from direct government control. Unlike its counterparts in every other province, NBCC is a division of government under the jurisdiction of the Department of Post-Secondary Education, Training and Labour. If given the opportunity and funding to do so, the NBCC system could grow and develop in ways that could meet the needs of the citizens of this province to a greater extent than they are currently able.

Encourage Cooperation between Institutions

The government should institute cash and other incentive programs to encourage further cooperation between universities, and between universities and community colleges.

Work with the Universities

The government should work with the universities to bring about change which will strengthen New Brunswick post secondary education. ■

Two Win Stewart Reid Awards

DOCTORAL students Bènèdicte Fontaine-Bisson (left) and Jacqueline Kennelly have both been awarded CAUT's 2007-2008 J.H. Stewart Reid Fellowship. The fellowship, given by CAUT to honour the life and work of the association's first executive secretary, provides financial assistance of $5,000 to a student with high academic standing registered in a doctoral program at a Canadian university. In cases where the recipient has obtained funding from other sources, the fellowship trustees will limit the grant to cap the total assistance at $25,000.

Bènèdicte Fontaine-Bisson, a PhD student with the University of Toronto's department of nutritional sciences, is investigating how nutritional factors interact with the genome to affect health and why some individuals react differently. Her work in nutrigenomics, a relatively new area of study, has potential for the prevention and management of obesity, diabetes and cardiovascular disease as both dietary and genetic factors are involved in their development. After receiving a BSc in nutritional sciences from Laval University she went on to study for her master's at the UofT and within one year reclassified into the PhD program. Since beginning her post-secondary education, she has received 11 scholarships, including master's and doctoral awards from NSERC, three poster and two oral competition awards, seven travel grants and one excellence award. Fontaine-Bisson, who is planning a career as a university researcher and teacher, has published one book chapter and seven scientific articles and presented her work at various international conferences. She will receive $4,000 of fellowship support from CAUT.

Jacqueline Kennelly, a PhD student in educational studies at the University of British Columbia, is researching youth apathy in relation to political processes. Her work will ethnographically document how and why young people become engaged through participation in youth activist communities. Kennelly holds a masters in environmental studies from York University, and a bachelors of arts and science from McMaster University. Alongside her doctoral work, she has been involved in various youth-driven organizations in Vancouver and has focused time and energy to helping young people become more critically educated and democratically engaged within their communities. Her academic project has been recognized by an award for best publication by the Canadian Association of Foundations of Education, for a 2006 article published in the Canadian Journal of Education. As runner-up to Fontaine-Bisson, Kennelly will receive $1,000 of fellowship support from CAUT. ■

Campagne de souscription en cours à l'UNB

suite de la PAGE A10

association appuyait sans réserve les démarches faites par l'AFPC pour syndiquer les étudiants diplômés employés.

« Nous avons établi que l'AFPC était bien au fait de la situation de tels employés et que les étudiants diplômés membres de notre association tireraient avantage de la présence de cette importante communauté d'intérêt au sein de leur propre syndicat », a-t-il expliqué.

L'AFPC représente les étudiants diplômés employés dans un certain nombre d'établissements d'enseignement, principalement au Québec.

« Pour ce qui est de nos collègues du personnel académique contractuel, par contre, nous croyons fermement qu'ils devraient s'affilier avec l'AUNBT et, partant, avec l'ACPPU, qui représente la majorité de ces employés syndiqués dans tout le pays et qui a déjà investi beaucoup de temps et de ressources dans la défense de leurs droits », a ajouté M. Mattar.

Arthur James, un employé à temps partiel qui avait participé pendant des mois aux démarches de représentation entreprises par l'AUNBT, a été, tout de suite après l'assemblée extraordinaire, l'un des premiers membres du personnel académique contractuel à adhérer à l'association.

« Savoir qu'on en a terminé avec la phase de préparation est un tel soulagement », a admis M. James, qui participe maintenant aussi aux activités du comité de syndicalisation des travailleurs à temps partiel. « Dorénavant lorsque mes collègues me font part de la nécessité d'adhérer à un syndicat, je peux leur remettre une carte de souscription et leur indiquer la ligne pointillée. »

Quelques jours après la tenue de l'assemblée extraordinaire, la nouvelle annonçant l'avenir précaire du campus Saint John de l'UNB est tombée comme une bombe.

La vice-présidente de l'AUNBT pour Saint John, Regena Farnsworth, a fait observer que « l'une des personnes qui ressortent manifestement grandes gagnantes de cette dernière crise est Elizabeth McGahan, une chargée de cours de longue date au département d'histoire de Saint John et la première employée à temps partiel de ce campus à joindre l'association ».

Comme dans la quasi-totalité des universités canadiennes, le personnel académique contractuel de l'UNB est faiblement rémunéré. Au-delà des simples considérations économiques d'une telle exploitation, cependant, se pose une menace à la liberté académique lorsque les membres du corps universitaire ne bénéficient pas de la sécurité d'emploi ni de possibilités de perfectionnement professionnel, a fait valoir le vice-président de l'AUNBT, David Bell.

Ce dernier s'est dit d'ailleurs « consterné devant un tel recours abusif à du personnel académique à temps partiel, à l'utilisation inconsidérée de ces ressources et au traitement indigne qui leur est réservé ».

M. Bell, lui-même ancien employé à temps partiel, est enthousiaste face aux perspectives qu'ouvrira cette « sensibilisation coordonnée ».

L'AUNBT a lancé sa campagne le jour même où la commission des relations du travail de la province a rendu sa décision longuement attendue et établissant que les membres contractuels du corps professoral de l'Université de Moncton devraient être considérés comme des membres de l'association du personnel académique.

L'avenir s'annonce donc de très bon augure. ■

A CAUT FORUM FOR ABORIGINAL FACULTY
Navigating the Academy
1–3 February 2008, Winnipeg
More information: Michael Conlon conlon@caut.ca T: 613 820.2270

CAREERS CARRIÈRES

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A

■ **ACADEMIC ENDOCRINOLOGISTS — University of Alberta.** The Division of Endocrinology and Metabolism, Department of Medicine, University of Alberta, Edmonton, Alberta, invites applications for two full-time tenure track faculty positions from endocrinologists with an interest in diabetes or lipid metabolism. The Division has the full range of therapeutic services, excellent clinical facilities, a Royal College approved resident training program and established research programs in basic, clinical and community-based research. Candidates must have FRCP(C) certification, or equivalent, in endocrinology or other appropriate medical specialty and be eligible for licensure or special licensure in Alberta. An academic appointment at the assistant, associate or full professor level will be granted in the Department of Medicine. A highly competitive remuneration and benefits package is offered within the structure of the Department's alternate funding plan. Office and clinical/administrative support will be provided. The University of Alberta is one of the major research universities in Canada with over 36,000 students, annual research funding of over $375 million (of which more than $40 million is from the Department of Medicine), more than 400 distinct research laboratories and more than 110 master's and 60 doctoral programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the 2005 World Masters Games. The Faculty of Medicine and Dentistry is led by Dean Thomas Merria renowned for his development of the pathway for the treatment of community acquired pneumonia. The University has spawned over 40 active spin-off companies which have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships. Edmonton, with a metro population approaching one million people, is the cosmopolitan capital of Alberta and is famous for its verdent river valley, vibrant festivals, outstanding cultural facilities and groups, excellent school system, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the fowest taxes in the country. These positions will remain open until filled; however, it is preferred that interested individuals submit an up-to-date curriculum vitae and letter of application by November 30, 2007. Interested applicants may apply to: Dr. Constance Chik, Director, Division of Endocrinology and Metabolism, 362 Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2S2. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING — York University.** York University's Schulich School of Business is seeking applicants for two senior-level, tenure-stream positions at the Associate Professor or Full Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ **ANALYTICAL CHEMISTRY — Brock University.** The Department of Chemistry at Brock University invites applications for a probationery tenure track position in Analytical Chemistry or in closely related areas. Applications will be considered at the Assistant Professor level from individuals with post-doctoral experience. Exceptional candidates will be considered at the Associate Professor level. The Department (www.brocku.ca/chemistry) offers PhD/MSc degrees in Chemistry and in Chemical Biotechnology. (www.brocku.ca/biotechnology). Applicants are expected to teach at both the undergraduate and graduate levels and to develop and maintain a thriving, externally funded, research program. An ability and willingness to support aspects of teaching in chemical biology and to perform collaborative research in cognate departments is an asset. Applicants should send a CV, a detailed research proposal including plain-language summary and budget, with clearly stated equipment needs, and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy) to: Dr. Jeffrey Atkinson, Chair, Faculty Search Committee, Department of Chemistry, Brock University, 500 Glenridge Ave, St Catharines, Ontario, L2S 3A1. E-mail: jatkin@brocku.ca. The candidates should also arrange for three letters of reference to be sent to the address above. Applications will be reviewed on January 2, 2008 and until suitable candidates have been identified. The appointment will commence on or after July 1, 2008, subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates, Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/images/selfidentification.doc and include the completed form with their application. Brock University supports and encourages employees to contribute to a safe work environment for all. More information on Brock University can be found on the university website at: www.brocku.ca.

■ **ANATOMY & CELL BIOLOGY — Queen's University.** Applications are invited for a tenure-track appointment at the rank of Assistant Professor. A PhD and/or MD or DDS or DVM degree and a minimum of two years of postdoctoral experience are required. This advertisement is directed to outstanding candidates who have established or planned research programs with a strong molecular and cellular background in developmental biology. The successful candidate will teach in one or more of the following areas: embryology, human gross anatomy, histology/cell biology, neuroanatomy. Candidates are to forward a letter of application together with curriculum vitae and the names and contact information of three referees to: Dr. Charles Graham, Chair, Appointment Committee, Department of Anatomy and Cell Biology, Faculty of Health Sciences, Queen's University, Kingston, Ontario, K7L 3N6. Review of applications will commence on November 1st and continue until the position is filled. Letters of reference will be requested only from those candidates who are short-listed. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's are governed by a collective agreement between the Queen's University Faculty and the University which is posted at www.queensu.ca/quta. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED LINGUISTICS — Brock University.** The Department of Applied Linguistics at Brock University offers undergraduate majors in Applied Linguistics, Applied Linguistics/TESL, Hearing Sciences and Speech and Language Sciences; the Department also offers a Master of Arts degree program in Applied Linguistics/TESL. Applications are now invited for a probationery tenure track appointment, subject to final budgetary approval, to begin on or soon after July 1, 2008. We seek applicants with outstanding research and teaching expertise or potential. The successful candidate will teach undergraduate courses relevant to linguistics, speech, language, and hearing sciences, but especially phonetics and phonology. Appleants whose research interests relate most closely to English phonetics and/or phonology (e.g., phonological processing, prosodic processing, speech motor control) are particularly encouraged to apply. Candidates must hold by the time of their appointment a PhD in Speech-Language Pathology, Psycholinguistics/Neurolinguistics, Applied Linguistics, or Linguistics; post-doctoral research experience would also be an asset. The successful candidate will be expected to sustain an active program of research/scholarship, to work toward attracting external research funding, to participate in the academic and administrative activities of the Department, and to teach at the undergraduate level; there may also be future opportunities for teaching at the graduate level. The appointment will be made at the rank of Assistant Professor, conditional on qualifications and experience. Review of applications will commence on October 12, 2007, and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates, Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/images/selfidentification.doc, and should include the completed form with their application. To be given full consideration, interested applicants should send a cover letter and current curriculum vitae, including the full names of three referees, by October 12, 2007, to Dr. Thomas S.C. Farrell, Chair, Department of Applied Linguistics, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Please arrange for each letter of recommendation to be sent directly to Dr. Farrell, without awaiting solicitation; to assure that letters are as specific as possible, candidates are advised to

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Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE DE PARUTION
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November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 29 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 décembre 2007
February 2008 février	*January 09 janvier 2008*	*January 31 janvier 2008*
March 2008 mars	February 06 février 2008	February 28 février 2008
April 2008 avril	March 05 mars 2008	March 27 mars 2008
May 2008 mai	April 02 avril 2008	April 24 avril 2008
June 2008 juin	May 07 mai 2008	May 29 mai 2008

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The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W, Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; réf: (202) 737-5900, ou de visiter www.aaup.org

CAREERS CARRIÈRES

apprisa referees of the nature of the Department and of the advertised position. More information on Brock University can be found on the University's website www.brocku.ca.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of Fluid Dynamics, to begin on or after July 1, 2008. Appointment at the assistant or Associate Professor level is preferred, but outstanding strong candidates would be considered for a Full Professor position. Salary will be commensurate with experience and research record. The department currently has three faculty members in Environmental and Geophysical Fluid Dynamics and faculty in Computational Mathematics with an interest in Computational Fluid Dynamics. We are seeking an individual who will complement current activity in the department. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, (reference letters should not be sent at this stage). The deadline for receiving applications is December 1, 2007. Applications received after this date will be considered until the position is filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS (FLUID DYNAMICS) — University of Waterloo.** Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, in the field of Stochastic Processes in Mathematical Biology or Mathematical Medicine, to begin on or after July 1, 2008. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are looking for someone who would complement current activity in the department. Candidates should show evidence of outstanding potential in research and should have a strong background in mathematics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, (reference letters should not be sent at this stage). The deadline for receiving applications is December 1, 2007. Applications received after this date will be considered until the position has been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MECHANICS — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position at the Assistant Professor level. The starting date will be July 2008, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and with an outstanding research record in applied mechanics. Strength in the areas of dynamics or vibrations is an asset, as is industrial experience in related areas. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a curriculum vitae (indicate country of citizenship), a statement (1-2 pages) of research and teaching interests and experience, and names and addresses (fax/e-mail included) of four referees to: Professor Sheldon Green, P. Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is November 15, 2007. Please do not forward applications by e-mail.

■ **AQUATIC ENVIRONMENT RESEARCH — University of Windsor.** The University of Windsor invites applications for a Tier II Canada Research Chair (CRC) in the area of Aquatic Environmental Research at the rank of Assistant or Associate Professor commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4, phone. (519) 253-3000, ext 2732, Fax: (519) 971-3616, E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **ART HISTORY (ISLAMIC/ASIAN) — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Art History, Visual and Performing Arts, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. We seek candidates with expertise in Modern and contemporary Middle Eastern or Asian art. The department particularly encourages applications from scholars with wide-ranging historical, theoretical, and critical interests, who engage with visual culture studies. UTSC has an interdisciplinary Visual and Performing Arts discipline that includes art history, visual art studio, drama, music, and arts management. The successful candidate will teach a range of undergraduate art history courses at the UTSC campus, will collaborate with other VPA faculty in offering interdisciplinary courses, and will teach and supervise graduate students as a member of the Graduate Department of Art on the St. George campus. Candidates must have a PhD and demonstrate exceptional promise in research as well as excellence in teaching. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letter may be submitted electronically (preferred) to ArtHistSearch@utsc.utoronto.ca or mailed to Art History Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 30, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ASTROPHYSICS — Canadian Institute for Theoretical Astrophysics.** CITA is a national centre for theoretical astrophysics located at the University of Toronto. CITA expects to offer one or more Research Associate positions or three to five years duration. The start date will be September 1, 2008. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but Research Associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for these positions are also considered automatically for postdoctoral fellowships. We would prefer electronic submissions. Please check http://www.cita.utoronto.ca under "Working at CITA" for instructions. Applicants unable to do this should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. N. Murray, Director, CITA, McLennan Labs, 60 St. George St, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and all letters of recommendation is November 15, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ASTROPHYSICS — Canadian Institute for Theoretical Astrophysics.** Postdoctoral research fellowships beginning September 1, 2008 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. Please check http://www.cita.utoronto.ca under "Working at CITA" for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. N. Murray, Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of recommendation is November 15, 2007. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

B

■ **BIOLOGY — University of Waterloo.** The Department of Biology at the University of Waterloo invites applications for the position Lecturer in Animal Physiology/Molecular Biology to teach i) Introductory Cell Biology, ii) Introductory Genetics, iii) Principles of Human Physiology 1, iv) Comparative Animal Physiology 2, v) Analytical Methods in Molecular Biology, and vi) Biology of Cancer. In addition, familiarity with and interest in pursuing the use of computers in teaching would be an asset. This is a 3-year, renewable, position beginning May 1, 2008 or as soon as possible thereafter. The duties for this position will be primarily directed toward teaching and service. The successful applicant must have a PhD degree in animal physiology/molecular biology or a closely related area, as well as significant teaching experience. Enquiries and applications should be directed to: Ms. Gini Ivan-Roth, Secretary to the Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. This information may also be sent to: Ms. Gini Ivan-Roth at: givanroth@uwaterloo.ca. Applicants should submit a complete curriculum vitae, a description of teaching experience and a statement of their teaching philosophy, and arrange for three letters of recommendation from professional references to arrive by the closing date of October 31, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at: http://www.science.uwaterloo.ca/departments/biology/index.html.

■ **BIOSTATISTICS/QUANTITATIVE RESEARCH METHODS — Memorial University of Newfoundland.** The Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland invites applications for a tenure track position in Biostatistics /Quantitative Research Methods. The appointment will be at the Assistant or Associate Professor level and salary will commensurate with qualifications and experience. The successful candidate will contribute to the undergraduate and graduate programs, establish an independent, externally funded program of research, and participate in service activities (including statistical consulting services to the Faculty of Medicine and the Schools of Nursing and Pharmacy). Candidates should hold a PhD in Biostatistics, or Applied Statistics or related field with strong quantitative analysis skills. Individuals who are currently in the later stages of their doctorial training are encouraged to apply. Priority will be given to applicants with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. The candidate's area of research should fall within the mandate of the Division. Applications should be addressed to: Dr. Catherine Donovan, Acting Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland, A1B 3V6. Applications can be submitted electronically to brendah@mun.ca or by fax: (709) 777-7382. VPA MEOI 2006 007. The application package should include curriculum vitae, contact details of three referees, a letter of application, one sample of scholarly writing, an overview and discussion of qualifications and interests as they relate to the position, and a statement of teaching philosophy. Consideration of applications will begin on December 1, 2007 and continue until the position is filled. Appointments will commence as soon as possible.

■ **BUSINESS — University of Windsor.** The University of Windsor, Odette School of Business, invites applications for the position of Odette Research Chair at the rank of Professor, and a Tier II Canada Research Chair in Automotive Enterprise Innovation and Industry Competitiveness (CRC-AIC)at the rank of Assistant or Associate Professor commencing July 1, 2008. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave, Windsor, Ontario, N9B 3P4, Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073, E-mail: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **BUSINESS — University of Windsor.** The University of Windsor, Odette School of Business, invites applications for two tenure-track positions in the area of Accounting at the rank of Assistant or Associate Professor commencing July 1, 2008. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave, Windsor, ON, N9B 3P4; Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; E-mail: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **BUSINESS — University of Guelph.** The Department of Business at the University of Guelph invites applications for two tenure track position at the Assistant or Associate Professor level. One position is in the area of Sustainable Commerce and the other is in the area of Corporate Social Responsibility and/or Business Ethics. Responsibilities of this position include the design and implementation of ground breaking courses at the undergraduate and graduate levels and the pursuit of scholarly research. The University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 18,000 students. It is located in Guelph, Ontario (population of approximately 120,000) and is a one-hour drive west of Toronto, Ontario. The Department of Business is an integral part of the newly formed College of Management and Economics. Applicants should have (or be near completion of) an earned doctorate in Management, Organizational Behaviour or related field, with a focus on sustainable commerce or corporate social responsibility/business ethics. Applications must include a curriculum vitae, a list of teaching interests and a sample of recent research papers. Applicants should arrange for three letters of reference to be sent under a separate cover. Applications should be submitted no later than December 1, 2007 to: Dr Julia Christensen Hughes, Chair, Department of Business, University of Guelph, Guelph, Ontario, N1G 2W1; Telephone: 519-824-4120 Ext. 56938; Fax: 519-824-3087; email: jchriste@uoguelph.ca. More information about the Department of Business and the College of Management and Economics can be found at www.cme.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes spe-

Today's
University Librarian
Saint Mary's.

Saint Mary's University invites applicants for the position of University Librarian. Reporting to the Vice-President Academic and Research, the University Librarian provides creative and energetic leadership and vision in the administration of the Library, is a member of the senior administrative team of the University and is an ex-officio member of Senate. The Patrick Power Library is user-oriented, offering a wide range of services and materials, as well as extensive support and instructional services to the Saint Mary's community. The library consists of approximately 400,000 volumes, and 16,000 online and print journals. It has a dedicated staff of 45, including 10 professional librarians. It is a member of the NOVANET library consortium, and the Council of Atlantic University Libraries (CAUL) and houses the University Archives, and Ferguson Library for Print-Handicapped students.

Established in 1802, Saint Mary's University is a modern metropolitan university, firmly rooted in the local community, with national and international outreach. It is an undergraduate institution with substantial graduate programs, and a student body ot over 7000 full and part-time students.

Candidates must possess a Masfer's degree from an ALA accredited library program, and must exhibit a substantial record of successful management and effective leadership in an academic library setting. Essential qualities include: an understanding of issues and trends in academic libraries, and the university environment, a strong service orientation, strong planning and service development skills, and oral and written communication skills. The successful candidate will be expected to work collegially and communicate effectively with the staff, students, and faculty, as well as other internal and external constituencies of the library and the University, and to make a contribution to the broader development of Saint Mary's in the context of the Academic Plan. The successful candidate will be expected to take a leadership role within the NOVANET library consortium and the Council of Atlantic University Libraries.

Candidates must also have recent experience with emerging technologies and must demonstrate an understanding of the information literacy issues relating to them. The successful candidate must foster ongoing partnerships with the other university service providers, including Information Technology Systems & Support, Student Services, The Writing Centre, and the Centre for Academic and Instructional Development, to enhance and empower the University community's ability to make the best use of information services and technologies and to engage with the faculty on the scholarship of teaching.

Candidates should offer evidence of the ability to work cooperatively and build effective teams; a commitment to quality service; a vision and understanding of the evolving academic library and its role within the mission of the university; the importance of staff development and renewal; and familiarity with the changing expectations of faculties, students, staff and administrators. Familiarity with initiatives to increase electronic access to scholarship such as the Canadian Research Knowledge Network and experience in working collaboratively with other libraries at the local, regional and national level would be assets. Advanced degrees in librarianship or other academic disciplines would also be assets.

Applicants should send their resume with names and addresses of three referees and a letter explaining how their qualifications and experiences suit this position by **November 30, 2007** to Dr. T. Murphy, Chair of the Search Committee for the University Librarian, Office of the Vice-President Academic and Research, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 (email to vpacademic@smu.ca). Further information about Saint Mary's University and the Patrick Power Library is available on our homepage at http://www.smu.ca.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

SAINT MARY'S UNIVERSITY SINCE 1802
One University. One World. Yours.

Halifax, Nova Scotia, Canada • www.smu.ca

CAREERS CARRIÈRES

cial measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Start Date for all of the positions: September 1, 2008 Under the authority of the University Act personal information that is required by the University for academic appointment and competitions will be collected. For further details see: http://www.sfu/vpacademic/Faculty_Openings/Collection_Notice.html. For further details regarding these tenure-track positions see the following web site:http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html. Send curriculum vitae (in electronic format, pdf preferred) to Chair_busappts@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to: Dr. Irene M. Gordon, Chair of the Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada, V5A 1S6. Web sites: http://www.sfu.ca/; http://www.sfubusiness.ca/. The search will close on November 30th, 2007, or when the positions have been filled.

ranked as the most liveble in the world. All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Start Date for all of the positions: September 1, 2008 Under the authority of the University Act personal information that is required by the University for academic appointment and competitions will be collected. For further details see: http://www.sfu/vpacademic/Faculty_Openings/Collection_Notice.html. For further details regarding these tenure-track positions see the following web site:http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html. Send curriculum vitae (in electronic format, pdf preferred) to Chair_busappts@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to: Dr. Irene M. Gordon, Chair of the Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada, V5A 1S6. Web sites: http://www.sfu.ca/; http://www.sfubusiness.ca/. The search will close on November 30th, 2007, or when the positions have been filed.

■ BUSINESS ADMINISTRATION — Simon Fraser University. The Faculty of Business Administration at Simon Fraser University invites applications for the following tenure-track positions. Accounting (two positions) — Applications in all areas of accounting including financial, managerial, auditing and taxation are invited. PhD required although ABD near completion considered; professional accounting designation preferred. Rank: Assistant Professor. Finance (one position) — Requires demonstrated teaching proficiency at the undergraduate and graduate levels and a record of high quality research output (junior applicants should demonstrate research and teaching potential). Applications in all areas of finance are invited. Rank: Open. Technology and Operations Management (one position)Data and Decision Making — Successful candidate will have a proven record of teaching at the graduate and undergraduate levels, and a related record of quality research. PhD required Rank: Assistant Professor Innovation and Entrepreneurship — The following four positions will all be based at the new SFU Surrey campus. Entrepreneurship (one position) — Interdisciplinary research and teaching focus required. Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities. Rank: Open. Business Ethics (one position) — Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities Rank: Open to Associate Professor. Innovation and Entrepreneurship (two positions) — Interdisciplinary research and teaching focus required. Applicants should have a research and teaching emphasis in the area of innovation and/or entrepreneurship. PhD required, ABD near completion considered. Rank: Assistant Professor. Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, PhD and Executive programs and is accredited member of AACSB International. With three British Columbia campuses located in Burnaby, Vancouver and Surrey, Simon Fraser University offers a strong research environment in a city consistently ranked as the most liveble in the world. All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Start Date for all of the positions: September 1, 2008 Under the authority of the University Act personal information that is required by the University for academic appointment and competitions will be collected. For further details see: http://www.sfu/vpacademic/Faculty_Openings/Collection_Notice.html. For further details regarding these tenure-track positions see the following web site:http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html. Send curriculum vitae (in electronic format, pdf preferred) to Chair_busappts@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to: Dr. Irene M. Gordon, Chair of the Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada, V5A 1S6. Web sites: http://www.sfu.ca/; http://www.sfubusiness.ca/. The search will close on November 30th, 2007, or when the positions have been filled.

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■ CANADIAN HISTORY — York University. York University's School of Arts and Letters, in the Atkinson Faculty of Liberal and Professional Studies, is seeking applicants for a full-time tenure-track appointment at the Assistant Professor level, effective July 1, 2008 See our ad in this issue's Careers section.

■ CHEMISTRY — University of Waterloo. The Department of Chemistry at the University of Waterloo invites applications for two faculty positions in the area of Physical Chemistry/Chemical Physics. Preference will be given to experimentalists. These appointments may be made at any of the professorial ranks. Applicants should have demonstrated excellent or potentially excellent research records in areas of physical chemistry or chemical physics that complement the existing research activities currently in the Department. Successful candidates will also have established excellent teaching records or will be able to provide evidence of outstanding potential for excellence in teaching. The Department has an excellent reputation in physical chemistry/chemical physics, and offers outstanding research and teaching environments, plus access to excellent scientific workshops, instrumentation and computational facilities. Inquiries and applications should be directed to: Dr. John F. Honek, ChairDepartment of ChemistryUniversity of WaterlooWaterloo, Ontario, Canada, N2L 3G1. Applicants should submit complete curriculum vitae, a research proposal (max. 5 pages in length) and arrange for three letters of recommendation from professional references to arrive before December 20, 2007. Additional information about the Department and the University of Waterloo can be found at http://science.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ CHEMISTRY — McGill University. New Faculty Position in Nanochemistry/Nanobiotech. As part of McGill's major expansion into Nanoscience we seek applicants for a tenure track appointment in the Department of Chemistry at the Assistant Professor level. We seek candidates with a proven record of excellence in nanoscience and/or biophysical chemistry, emphasizing physical or measurement aspects of biological materials. Candidates are expected to show strong potential for excellence in teaching. Successful applicants will have the opportunity to participate in the on going research emphases in Chemical Biology/Biological Chemistry es well as the McGill Institute for Advanced Materials. Candidates should send (only by regular mail) a curriculum vitae, a research proposal (including budget details for start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: The Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St West, Montreal, Quebec, Canada, H3A 2K6. All candidates must register on-line at: http://www.chemistry.mcgill.ca/search/2007 DB Dossiers will be reviewed beginning October 25, 2007. The expected starting date for these positions is September 1, 2008 or earlier. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modeling, eco-hydraulics, groundwater surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modelling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analysis, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, large-scale modeling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo . Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario irrespective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and Fax numbers of at least three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled; however, apolicants are strongly encouraged to apply by November 30, 2007

■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor. The Faculty of Engineering at the University of Windsor invites applications for a tenure-track position in the Department of Civil and Environmental Engineering in the areas of Structural Engineering at the rank of Assistant or Associate Professor commencing July 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jerald Lalman, Acting Head, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000 Ext. 2550; Fax: (519) 971-3686; E-mail: lalman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor. The Faculty of Engineering at the University of Windsor invites applications for a tenure-track position in the Department of Civil and Environmental Engineering in the area of Structural Engineering at the rank of Assistant Professor commencing July 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jerald Lalman, Acting Head, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000 Ext. 2550, Fax: (519) 971-3686, E-mail: lalman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ CIVIL & ENVIRONMENTAL ENGINEERING (FIRE SAFETY ENGINEERING) — Carleton University. The Department of Civil and Environmental Engineering at Carleton University invites applications for a tenure-track faculty position in Fire Safety Engineering at the Assistant Professor level. Candidates must have a PhD degree in Civil Engineering or a closely related discipline, with expertise and experience in Fire Safety. In addition, experience in Geotechnical, Structural or Transportation engineering would be desirable. The successful candidate will be expected to develop and lead a strong independent research program in the targeted area, to teach both undergraduate and graduate level courses, and to participate in the governance of the University as well as community outreach. Synergy to establish collaborative research links with the existing members of the Department is desirable. Candidates are expected to have a strong track record of teaching, research, and collaboration with industry in the field of Fire Safety. The successful candidate is expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. Membership in a Canadian professional engineering association is required within two years of appointment. The Department offers some of the most dynamic, innovative, and cross-disciplinary undergraduate and graduate programs in Canada leading to Bachelor, Master's, and Doctoral degrees in both Civil Engineering and Environmental Engineering. The Department has an intensive research enterprise including an NSERC Industrial Research Chair in Fire Safety Engineering and two Canada Research Chairs, one in the Analysis and Management of Risk Associated with Civil Engineering Applications and Practices, and the other in Wastewater and Public Health Engineering. The Structural Engineering Faculty within the Department has diverse expertise and experiences over a wide range of research areas including computer modeling and simulation, building and bridge engineering, durability and testing of construction materials, earthquake engineering and hazard mitigations, fire safety engineering, structural health monitoring, and risk assessment and analysis. Candidates will have access to the Department's world-class laboratories for conducting experimental research, including a structural laboratory with strong floor, a new $10 million state-of-the-art fire-testing laboratory and a new high performance cluster computing facility. Further information on the Department is available from the web site http://www.cee.carleton.ca. Carleton University is Canada's Capital University located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the location of several of Canada's top research institutions including the National Research Council, the research laboratories of Natural Resources Canada and Environment Canada. Applications, with curriculum vitae and the names of three referees, should be sent via email to: Professor Abd El Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6; Telephone:(613) 520-5784; Fax: (613) 520-3951. Applications will be accepted until November 30, 2007 or until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and a social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX numbers of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ CLASSICS — University of Toronto Scarborough. Applications are invited for a tenure-stream position at the rank of Assistant Professor in Greek and Roman History, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. Applicants should be comfortable teaching core surveys of both Greek and Roman history as well as upper level courses in Roman history. Candidates with experience in related disciplines such as Near Eastern studies, Late Antiquity and Archaeology are particularly encouraged to apply, and a commitment to an integrative approach to the study of the ancient Mediterranean world would be a definite asset. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The successful applicant will be expected to assist in the redesign of an undergraduate program in Classical and related studies on the University's Scarborough campus. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitery graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to ClassicsSearch@utsc.utoronto.ca or mailed to Classics Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing deadline for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority.

Carleton UNIVERSITY
Canada's Capital University

Dean, Sprott School of Business

Canada's *Capital University*, Carleton University, is a dynamic research and teaching institution committed to the *highest* standards of education and scholarship. Central to this commitment is the achievement of national and international standing for the Sprott School of Business. The University seeks a Dean to lead the School to this objective.

The Dean will have a unique opportunity to build the new School and achieve AACSB accreditation. As a member of Carleton's leadership team and with the full support of the President and the Vice-Presidents, the Dean will, over an initial term of five years, demonstrate an entrepreneurial spirit in generating the resources and growing the Sprott School of Business strategically.

The Sprott School of Business is committed to the application of integrated knowledge to deal effectively with the complex issues faced by managers in the global economy. Working with businesses and public institutions in the nation's capital and globally, the School provides state-of-the-art resources for innovative programs and a prolific, leading-edge research community. The School offers comprehensive undergraduate and MBA programs, an executive training arm, and one of Canada's largest doctoral programs. For further information, see **www.sprott.carleton.ca**.

Carleton University takes full advantage of the outstanding resources found in the nation's capital, and is an international leader in a number of important fields. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, the University offers a vibrant work and learning community. Its operating budget for 2007/2008, exclusive of ancillary operations, is $27B million, and sponsored research income reached $75 million in 2006.

The new Dean must have a demonstrated record of successful leadership and management and be oriented towards action, results and building on new opportunities. He/she must be committed to an outstanding student experience, and to excellence and innovation in support of learning and teaching at the levels of undergraduate, masters, doctoral and continuing professional education. The capacity and willingness to advocate and represent the School internally and externally to the local and national business communities will be critical.

Candidate consideration will begin in October 2007, with an appointment being made, ideally, in spring or summer 2008.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship, including but not limited to, women, visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications and nominations should be submitted in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
carletonsprottdean@jwasearch.com

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CAREERS CARRIÈRES

■ **CLASSICS — York University.** The Division of Humanities, Faculty of Arts, York University invites applications for a tenure-stream appointment at the Assistant Professor level in the Literature and Culture of Ancient Rome. This appointment is to commence July 1, 2008, and is subject to budgetary approval. Details at http://www.yorku.ca/acadjobs/index.htm.York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **CLASSICS (GREEK ART & ARCHAEOLOGY) — McMaster University.** The Department of Classics at McMaster University invites applications for a tenure-track appointment in the area of Greek Art and Archaeology at the Assistant Professor level to commence July 1, 2008. McMaster University is a research intensive university and the Department of Classics has undergraduate degree programs in Greek, Latin, and classical culture, as well as programs leading to the MA and PhD degrees. The successful candidate will have a PhD in Classics or the equivalent, with specialization in Greek art and archaeology (Archaic, Classical, or Hellenistic periods), and demonstrated excellence in teaching and research, with a clearly defined program of research which will result in publication. The successful candidate will be expected to teach undergraduate and graduate courses in Greek art and archaeology as well as Greek language and to contribute to all aspects of the Department's graduate program. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing (in hard copy), to: Dr. Michele George, Chair, Department of Classics, McMaster University, 1280 Main West, Hamilton, ON, L8S 4M2, Canada; Fax 905 577-6930. Applications must be received by November 30, 2007, and applicants should arrange for three letters of reference to reach the Department by the same date. All documentation submitted in support of your application becomes the property of the University and is not returnable. The Department expects to be conducting interviews at the January 2008 meeting of the American Philological Association in Chicago. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

■ **COMBINATORICS & CONTINUOUS OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in continuous optimization. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site. http://www.mathjobs.org. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combopt@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions. Applicants should have research interests in one of the six main areas covered by the department: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory, and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: http://www.mathjobs.org. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combopt@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION (CRYPTOGRAPHY) — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in cryptography. Successful candidates will join the Centre for Applied Cryptographic Research. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: http://www.mathjobs.org. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combopt@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **COMMUNICATION STUDIES — McGill University.** The Department of Art History and Communication Studies at McGill University invites applications for a tenure track position to begin on August 1, 2008, in the area of Media and Public Policy. Although the appointment is expected to be made at the Assistant Professor level, applications from more advanced candidates are also invited. We are open to all critical approaches, but we are particularly interested in candidates whose work is transnational in scope and addresses one or more of the following areas: cultural policy; political economy; globalization; activism; race, gender, ethnicity, ability and/or minority status. Theoretical approaches are also welcome. Candidates should have a PhD in a related field; evidence of scholarly promise will be a major consideration. In addition to conducting research, the successful candidate will develop courses in her or his area of specialization and supervise MA and PhD students. She/he will also be affiliated with Media@McGill, the university's new hub for research, scholarship and public outreach on issues in media, technology and culture. Knowledge of French is an asset. Visit http://www.mcgill.ca/ahcs and http://media.mcgill.ca for more information about our reference letters may alternatively be sent to combopt@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

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Tenure Track Positions
Official Languages and Bilingualism Institute

The **Official Languages and Bilingualism Institute (OLBI) of the University of Ottawa** invites applications for two tenure track positions commencing on July 1, 2008

1 - POSITION IN BILINGUAL EDUCATION

Candidates will hold a Ph.D. in any aspect of bilingual education, including but not limited to its social and psychological aspects, to curriculum development and implementation and to language planning. The successful candidate will be able to teach graduate and undergraduate courses in his or her area of specialisation. In addition to teaching, the position requires research supervision of students and the development of and direction of research projects. Preference will be given to candidates with university level teaching experience, who have a strong research program and who have been successful in obtaining grants. Rank will be at the associate level or higher.

2 - PROFESSOR AND COORDINATOR, LANGUAGE TESTING SECTION

The successful candidate, an expert in the theoretical and practical aspects of language testing and language program evaluation, will have the mandate to lead the OLBI in establishing its role at the forefront of language assessment in Canada.

Required qualifications include (1) a doctorate in Second Language Testing/L2 Measurement and Evaluation; Second Language Teaching or Second Language Acquisition with a specialization in evaluation, (2) evidence of excellence in teaching, (3) potential for attracting external funding, and (4) skills in working collaboratively and with diverse populations. An established research agenda and publication record related to language assessment, second language program evaluation, and second language acquisition will be considered a requirement.

Responsibilities include teaching undergraduate/graduate courses in second language testing and program evaluation; supervising MA and PhD students; collaborating in the development and validation of proficiency tests in English and French within a bilingual context; and providing vision and leadership for the research work related to the testing activities of the OLBI. In addition, the person accepting this position will carry out a robust personal research program; seek external funding; and participate in the activities of professional organizations. Rank will be at the associate level or higher.

Salary is determined in accordance with the Collective Agreement.

The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting.

Please forward a cover letter, curriculum vitae, copies of recent publications as well as three confidential letters of recommendation sent under separate cover to:

Richard Clément, Director and Associate Dean
Official Languages and Bilingualism Institute
University of Ottawa, 600 King Edward Ave., Ottawa ON, K1N 6N5
Tel: 613-562-5359. Fax: 613-562-5126
e-mail: Richard.Clement@uOttawa.ca

Deadline for applications: **December 1st, 2007**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy: women, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. In order to promote a representative workplace, men are also being encouraged to apply.

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Postes menant à la permanence
Institut des langues officielles et du bilinguisme

Institut des langues officielles et du bilinguisme de l'Université d'Ottawa

L'Institut des langues officielles et du bilinguisme de l'Université d'Ottawa recherche deux professeur(e)s pour des postes menant à la permanence. La date d'entrée en fonction est prévue pour le 1er juillet 2008.

1 - PROFESSEURE/PROFESSEUR, ÉDUCATION BILINGUE

Les candidats devront détenir un doctorat dans un domaine relié à tous les aspects de l'éducation, y compris ses aspects sociaux et psychologiques, le développement et la mise en œuvre de programmes, et l'aménagement linguistique. La personne choisie sera capable d'enseigner des cours de premier, deuxième et troisième cycles dans son domaine de spécialisation. En plus d'une charge d'enseignement, le poste comprend la supervision des projets de recherche des étudiants ainsi que le développement et la direction de projets de recherche. La préférence sera donnée aux candidats ayant une expérience de l'enseignement au *niveau universitaire, un solide programme de recherche et qui ont démontré leur capacité à obtenir des subventions de recherche.* Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur adjoint, selon les qualifications.

2 - PROFESSEURE/PROFESSEUR ET COORDONNATRICE/COORDONNATEUR — SECTEUR DE L'ÉVALUATION DES COMPÉTENCES LANGAGIèRES

La personne choisie, chef de file dans les dimensions théoriques et pratiques de l'évaluation des compétences langagières et celle des programmes de L2, aura comme mandat d'amener l'ILOB à s'établir clairement comme acteur de premier plan dans le domaine de l'évaluation langagière au Canada.

Les exigences requises comprennent (1) un doctorat en évaluation de la langue seconde/en mesure et évaluation de la L2 ou en enseignement ou en acquisition de la langue seconde avec une spécialisation en évaluation; (2) un dossier d'excellence en enseignement; (3) la capacité d'obtenir des subventions externes; (4) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses. Un dossier de recherches et de publications en évaluation langagière, en évaluation de programmes de L2 ou en acquisition de la L2 sera considéré comme indispensable.

Les fonctions comprennent une charge de cours en évaluation des langues et celle des programmes aux niveaux des premier, deuxième et troisième cycles; la direction de candidats à la MA et au PhD; la participation à l'élaboration et à la validation de tests de compétence en français et en anglais dans un contexte bilingue. La personne choisie devra faire preuve de vision et de leadership dans les domaines de recherche reliés aux activités d'évaluation de l'ILOB. De plus, elle devra développer son propre programme de recherche, faire des demandes de subventions et participer aux activités d'organismes professionnels. Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur adjoint, selon les qualifications.

Le salaire est déterminé selon les dispositions de la convention collective.

L'Universite d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues officielles et du bilinguisme, l'Université offre aux membres de son personnel et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue.

Prière d'adresser sa lettre de candidature, un curriculum vitae, une copie des publications récentes et trois lettres de recommandation confidentielles, envoyées sous pli séparé, à :

M. Richard Clément, Directeur et Doyen associé
Institut des langues officielles et du bilinguisme
Université d'Ottawa, 600 avenue King Edward, Ottawa (Ontario) K1N 6N5
Tél. : 613-562-5359. Téléc. : 613-562-5126
Courriel: Richard.Clement@uOttawa.ca

Date limite pour la soumission des candidatures : **le 1er décembre 2007.**

Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit aux principes d'équité et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Afin de créer un milieu de travail représentatif, les hommes sont encouragés à postuler..

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Canada's Capital University

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If you are seeking a dynamic environment in which to launch or further develop your academic career, explore the opportunities at Carleton, Canada's Capital University. Carleton University is recognized for excellence in research and scholarship, and seeks to recruit top-notch faculty to advance this reputation. The University offers an intellectual and collaborative community of scholars, a strong infrastructure of support for applied and theoretical research, as well as an inclusive and collegial culture that values both your individual expertise and your personal aspirations.

FACULTY POSITIONS AVAILABLE

Arts and Social Sciences

- Assistant Professor, Applied Language Studies
  (Writing and Second Language Studies, Discourse Studies and Literacy Studies)
- Assistant Professor, Film Studies
  (Cinemas of Africa, the Middle East, South Asia or Europe)

Engineering and Design

- Assistant Professor, Civil and Environmental Engineering
  (Fire Safety Engineering)
- Assistant Professor, Electronics Engineering
  (Sustainable and Renewable Engineering)
- Assistant Professor, Mechanical and Aerospace Engineering
  (Aircraft Design, Aircraft Advanced Structures and Materials)
- Assistant Professor, Mechanical and Aerospace Engineering
  (Sustainable and Renewable Engineering)
- Assistant Professor, Mechanical and Aerospace Engineering
  (Astronautics and Space Technology)
- Assistant Professor, Architecture

Public Affairs

- Assistant Professor, Economics
  (International Finance)
- Assistant Professor, Law
  (International Human Rights and Law)
- Assistant Professor, Law
  (Criminal Law)
- Assistant Professor, Political Science
  (African Politics)
- Assistant Professor, Political Science
  (International Relations)
- Assistant Professor, Criminology and Criminal Justice
  (Legal Background)
- Assistant Professor, Criminology and Criminal Justice
  (Psychology Background)
- Assistant Professor, Criminology and Criminal Justice
  (Sociology Background)
- Assistant Professor, Mass Communication

Science

- Assistant Professor, Computer Science
  (Computer Game Development)
- Assistant Professor, Mathematics and Statistics
  (Applied Analysis)

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2007–2008, exclusive of ancillary operations, is $278,000,000.

Carleton University is strongly committed to fostering diversity within its community as a source of human excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, Aboriginal peoples, members of visible minority groups and persons with disabilities.

For details on faculty positions available at Carleton, please check out our Website:

carleton.ca/facultyrecruitment

CAREERS CARRIÈRES

programs. Applications should include a cover letter, curriculum vitae, three letters of recommendation, and two writing samples (20–30pp). The search committee will begin reviewing applications on November 15, 2007 and will continue to do so until the position is filled. All qualified applicants are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. Please address applications to: Professor Jonathan Sterne, Chair, Department of Art History and Communication Studies, McGill University, 853 Sherbrooke St. W, Montreal, Quebec, Canada, H3A 2T6

■ **COMMUNICATION STUDIES — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Communication Studies in the area of contemporary critical communication theory (including cultural studies) at the rank of Assistant Professor commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca /facultypositions. Contact Dr. Irvin Goldman, Head, Department of Communication Studies, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Phone: 519-253-3000, Ext. 2896; Fax: 519-971-3642; Email: goldman@uwindsor.ca. For information about the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or E-mail: recruit@uwindsor.ca

■ **COMMUNICATION STUDIES & MULTIMEDIA — McMaster University.** The Department of Communication Studies and Multimedia at McMaster University invites applications for a tenure track appointment, effective July 1, 2008, at the rank of Assistant Professor. Preference will be given to applicants qualified to teach in communication and media studies including areas such as promotional culture, news media, media organizations, communication and culture, media and social activism, media audiences and effects, and new media content and consumption. The current minimum salary at the rank of Assistant Professor is $55,015.00 per annum. Qualifications should include a PhD in Communication Studies, or closely related field, teaching experience and demonstrated ability to teach at the undergraduate level, and an established record of scholarly research in the fields of communication and media studies. The successful candidate will normally teach five one-term courses in an academic year and participate in the research and administrative activities of the department. Communication Studies and Multimedia is a department in which faculty members engage in professional and academic teaching, scholarly research, and new media arts production. The department has also established interdisciplinary ties with other academic units in Humanities, Social Sciences and Science, and is currently in the process of developing a Master's degree in Communication and New Media. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. Candidates are asked to provide the following materials: a letter of application, curriculum vitae, copies of two recent scholarly papers or chapters, three letters of reference, and teaching evaluations. All documentation submitted in support of your application becomes the property of the University and is not returnable. Applications that arrive before December 15, 2007 will receive full consideration. Please submit applications (electronic applications accepted) to: Graham Knight, Chair, Department of Communication Studies & Multimedia, McMaster University - TSH 330, 1280 Main St. West, Hamilton, ON, Canada, L8S 4M2; e-mail: cmstdir@mcmaster.ca.

■ **COMMUNICATIONS — Saint Mary's University.** The Sobey School of Business at Saint Mary's University, Department of Marketing invites applications for a tenure-track position teaching business communication theory and business writing. The candidate will work as part of a team with the Department's communications faculty and editors to deliver a required course to commerce undergraduates. Applicants will have (or will soon have) a PhD in communications or a related field (such as English, journalism, public relations, and professional writing/rhetoric), an understanding of current business communications theory, demonstrated potential for business-related research and publication, evidence of teaching excellence, and experience teaching either business writing or technical writing. The Sobey School of Business at Saint Mary's University has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, graduate, and PhD levels. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should mail their CV, letter of application, teaching dossier, if available, and the names and addresses of three referees to the Department of Marketing, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3 before November 30, 2007.

■ **COMMUNICATIONS STUDIES — University of Waterloo.** The Department of Drama and Speech Communication at the University of Waterloo invites applications for a tenure-track position in Speech Communication beginning January 1st or July 1st, 2008. Based in a liberal arts faculty which aspires to high national and international standards, the University of Waterloo's Speech Communication program is the only one of its kind at a Canadian university. Its academic focus is the study of oral communication in various settings. The successful candidate should have the demonstrable capacity to teach courses in interpersonal and Organizational Communication, Small Group Communication, and Leadership. Experience in Public Communication or Performance Studies is also an asset. In addition, the candidate must have a strong research profile with evidence of ongoing research activity and interest in teaching in the program's emerging graduate program. Proof of strong interpersonal skills is also required. The successful candidate must have a PhD. Evidence of teaching excellence is a considerable asset. Salary range is commensurate with qualifications and experience. Application deadline: October 15th, 2007. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. This appointment will remain open until a suitable candidate has been hired. Send letter of application, complete CV, and three letters of reference to: Professor Diana Denton, Associate Chair, Department of Drama and Speech Communication, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1; www.speechcommunication.uwaterloo.ca

■ **COMPARTIVE LITERATURE — Simon Fraser University.** Simon Fraser University consists of three interconnected campuses in the metropolitan region of Vancouver. Tfre campuses — in Burnaby, Vancouver, and Surrey — have a diverse, multicultural student body. The Faculty of Arts and Social Sciences seeks a Director (Associate Professor) and an Assistant Professor for its new programs in World Literature. The programs, faculty, and students for World Literature are located at the SFU Surrey Campus. For more information: http://www.sfu.ca/vpacademic/Faculty_Openings/Arts.html

■ **COMPUTER SCIENCE — Carleton University.** Applications are invited for a tenure-track faculty position at the level of Assistant Professor, in the School of Computer Science at Carleton University. We are interested in candidates with expertise in the area of Computer Game Development. Applications are accepted at any time and the recruitment process will continue until the position is filled. The successful candidate will have demonstrated excellence and commitment in both teaching and research; will be expected to develop a strong externally funded research program, supervise students, and develop and teach undergraduate and graduate courses. The School has 27 full-time faculty members with particular research strengths in software engineering, networks, object-oriented programming, security, high performance computing, and computational geometry. The School offers both undergraduate honours programs and graduate programs at the master's and PhD level. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. For more information about the Carleton University and the School of Computer Science, please consult www.carleton.ca and www.scs.carleton.ca. Send curriculum vitae and names of three referees to: Professor Frank Dehne, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Onfarro K1S 5B6; email: director@scs.carleton.ca. The deadline for applications is November 30, 2007 but applications will be considered until the position is filled. The start date for the position is July 1, 2008. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **COMPUTER SCIENCE — University of Windsor.** The University of Windsor seeks a Director, a dynamic individual to provide academic and administrative leadership to its School of Computer Science commencing July 1, 2008. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Rick Caron; Chair, Search Committee, Dean, Faculty of Science, c/o Ms Margaret Garabon, Cookson, School of Computer Science, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000 ext. 3714; Fax: (519) 973-7093; e-mail: garabon @uwindsor.ca. For information about the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or E-mail: recruit@uwindsor.ca.

■ **CREATIVE WRITING — York University.** Applications are invited for a tenure-track appointment in the Department of English, Faculty of Arts at York University. The position offered is at the Assistant Professor level in the English Department and Creative Writing. Applicants must have the ability to teach prose fiction writing workshops (short story and novel writing) and some mixture of literary writing and historical or theoretical courses at graduate and undergraduate levels (from introductory courses which might include other genres of writing such as poetry to intermediate and senior-level courses concentrating solely on fiction writing). Preferred qualifications include an internationally recognized publication record in prose fiction and a PhD or equivalent terminal degree in English or a related field (Rhetoric, Communications, Journalism, Creative Writing). Publication in other literary, artistic, or academic genres should be highlighted. (Acclaimed prose writers without PhDs are still invited to apply.) Successful candidates will be eligible for prompt appointment to the Faculty of Graduate Studies. York University is located in Toronto which is, according to a recent United Nations survey, the most multicultural city in the world. The University is distinguished by its commitment to serving a culturally diverse student body in both traditional fields and in innovative interdisciplinary programs. The English Department houses both the Creative Writing and Professional Writing programs. The appointment to begin July 1, 2008 is subject to budgetary approval by the University. Salary will depend on qualifications and experience. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. A letter of application, Curriculum Vitae, three letters of reference (under separate cover) and a sample of the applicant's written work (no longer than 30pp.) should be sent to: Professor Julia Creet, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada; Phone: 416 736-5166; Fax: 416 736-5412; email: engchr@yorku.ca; Note: email applications will not be accepted. Candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for receipt of applications: November 1, 2007.

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■ **DISASTER & EMERGENCY MANAGEMENT — York University.** York University's School of Administrative Studies, in the Atkinson Faculty of Liberal and Professional Studies, is seeking applicants for a full-time tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

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■ **EAST ASIAN STUDIES & SOCIOLOGY — University of Toronto, Asian Institute.** The Faculty of Arts and Science, University of Toronto invites applications for a full-time tenure stream position at the rank of Assistant Professor in Asian Modernities, starting July 1, 2008. This position is a 49% appointment in the Asian Institute and a 51% appointment in either the Department of East Asian Studies or the Department of Sociology. Both departments are open to interdisciplinary scholarship, a variety of methods, and critical approaches to modernization. Scholars whose work focuses on East Asia are encouraged to apply. Applicants should have their PhD or be near completion of their PhD in Sociology, East Asian Studies, Comparative Literature, History or other department related to the humanities and social sciences. Applicants should demonstraie excellence in research and show potential to become excellent instructors and graduate supervisors. Salary is commensurate with qualifications and experience. The closing date for applications is October 15, 2007. Please apply with a full C.V., a writing sample, and teaching dossiers to the administrator of the search Eileen Lam, Institute Manager and Project Officer, Asian Institute at the University of Toronto, Munk Centre for International Studies, 1 Devonshire Place, Toronto,ON, Canada M5S 3K7. Please arrange for three letters of reference to be seni to the address above, under separate cover, to arrive by the closing date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ECONOMICS — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Economics at the rank of Assistant Professor or Lecturer commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Peter Townley, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 2368, Fax: (519) 973-7096. Although electronic applications will not be accepted, inquiries may be made to econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or E-mail: recruit@uwindsor.ca

■ **ECONOMICS — Wilfrid Laurier University.** Wilfrid Laurier University, School of Business and Economics, Department of Economics, Applications are invited for a tenure-track appointment commencing July 1, 2008 at the rank of Assistant Professor. Candidates will hold, or will have nearly completed, a PhD in economics, and be able to demonstrate that they will establish themselves as recognized scholars, and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental economics, macroeconomics and economic history. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. If you wish to identify yourself as a member of one of these groups, you may write under separate cover in confidence to Dean Ginny Dybenko, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Specify that you are applying for a tenure-track position in the Department of Economics. This position is subject to budgetary approval. Applications by email are preferred, and should be sent to economics@wlu.ca. Applications should include a covering letter, curriculum vitae, a url link to your job market paper if it is on-line, or a pdf file otherwise and the names of three referees with email addresses. The review of applications will begin on November 15 and will continue until the position is filled. Please address your application to Dr. Terry Levesque, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

■ **ECONOMICS — University of Alberta.** The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a position at the Assistant (tenure-track) or Associate (with tenure) Professor level, starting July 1, 2008. We are especially interested in candidates with teaching and research interests in macroeconomics. Entry-level applicants are expected to have a PhD (or be close to completion) and to demonstrate outstanding potential for both teaching and research. Candidates at the Associate level must have well-established teaching and research records. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and evalua-

Today's Saint Mary's.

CN Centre for Occupational Health & Safety

Tier I Canada Research Chair in Occupational Health Psychology

Tenured Faculty Appointment

Director, CN Centre for Occupational Health & Safety

The CN Centre for Occupational Health & Safety (CN Centre) at Saint Mary's University invites applications for a Tier I Canada Research Chair (http://www.chairs.gc.ca) in the area of Occupational Health Psychology (OHP). The appointment will be at the rank of Professor with tenure. The successful candidate also will assume the directorship of the CN Centre and will hold an appointment in an appropriate department in the university.

We are seeking a dynamic and internationally recognized researcher with an active program of research in the area of OHP, and who has the vision and skills necessary to lead the CN Centre. We invite applications from any area in OHP.

We are conducting an international search for this position, and candidates of all nationalities are encouraged to apply. Applications from women, aboriginal peoples, visible minorities, and people with disabilities are especially welcomed.

The CN Centre was created in 2002 as a centre of excellence within Saint Mary's University (see http://www.smu.ca/CN/ for more information), in accordance with the university's strategic research plan, the CN Centre's objective is to build research capacity within the field of occupational health and safety with an emphasis on OHP. Currently, two Tier II Canada Research Chairs from the Departments of Psychology and Management are associated with the CN Centre. Saint Mary's University offers Masters and PhD programs in Industrial/Organizational Psychology and in Management.

Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It has an international airport, and it is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For additional information about the University, please see our website at http://www.smu.ca. For more information about Halifax, please see http://www.halifax.ca/ and http://www.halifaxinfo.com/.

Applicants should send their CV, a cover letter that clearly articulates their program of research, .PDF copies of their 3 most important articles, and the names and email addresses of 3 referees by **e-mail** to:

Dr. Arla Day
Canada Research Chair in I/O Psychology
Department of Psychology
Saint Mary's University, Halifax, NS B3H 3C3
Email: arla.day@smu.ca

Applications will be reviewed as received until **October 15, 2007.** We welcome all inquiries, including those on the suitability of a particular application.

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www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 62,000 faculty, staff and students who challenge the ordinary and deliver the unexpected. A cosmopolitan city of 3.5 million, Toronto ranks as one of the most livable cities in the world, according to a recent Mercer Human Resource Consulting survey. The city has a temperate, four-season climate and caters to a broad range of cultural, artistic, entertainment and recreational interests. The fourth largest financial centre in North America, Toronto is home to 40 percent of Canadian companies listed among Fortune's Global 500 and seven of the 10 largest global IT companies.

The Atkinson Faculty of Liberal and Professional Studies offers an exciting range of programs that combine a focus on professionally relevant content with a strong emphasis on liberal studies. This focus enhances the acquisition of transferable critical and analytical skills with theoretical and practical knowledge necessary for academic and career-oriented success. Atkinson is committed to a student-centred approach to learning that emphasizes innovative, flexible and accessible programming and a wide range of co-curricular activities intended to enrich the experience of its diverse student body. The Faculty strongly supports faculty research and the infusion of research into the undergraduate and graduate classroom experience. Faculty members are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree for personal development or to advance in a field of interest, change career directions, and/or upgrade skills. To serve this varied student community, Atkinson offers courses year-round day and evening, during the summer, and via Internet and correspondence. The Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. Over the next couple of years, the Faculty is particularly interested in expanding its existing graduate programs, and developing new programs at both the master's and doctoral levels. When you join Atkinson, you become a member of a vibrant Faculty committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for **full-time tenure-track positions** in the following Schools. Salaries will be commensurate with rank and qualifications. Successful candidates must be eligible for prompt appointment to the Faculty of Graduate Studies (FGS). Experience with graduate programs and supervision is an asset. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs/index.htm. The start date for all positions is July 1, 2008. The deadline for receipt of completed applications is **December 15, 2007**. All positions are subject to final budgetary approval. Applications for each position should be addressed to the appropriate contact person or committee and unit co-ordinates specified under each listing at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Atkinson Faculty of Liberal and Professional Studies

FULL-TIME TENURE-TRACK POSITIONS

SCHOOL OF ADMINISTRATIVE STUDIES

The School of Administrative Studies has approximately 4,200 students in its Bachelor of Administrative Studies degree programs, and offers a Master in Human Resource Management and an MA in Disaster and Emergency Management. The core BAS degree covers all major areas of business in a flexible format (including evening classes) to accommodate the needs of part-time and mature students. In addition, the School offers a range of specialized degree programs in the day and evening (as well as a number of professional certificate programs) including, for example, a Bachelor in Human Resource Management, a BAS in ITEC degree, and a Certificate in Emergency Management. Additional specialized degree programs at the undergraduate and graduate levels are in progress, including a BAS degree in Disaster and Emergency Management and a BAS in Health Administration. Proposals for professional master's programs in several areas, such as financial accounting, are currently under review and a PhD in Human Resource Management has recently received Senate approval and will be reviewed by the Ontario Council of Graduate Studies this fall. The School is distinct in terms of teaching pedagogy (including experiential education opportunities and internships in some areas) and supplements on-campus offerings with a large, web-based distance education degree program. Remarkable growth has added over 40 PhDs to the faculty in the past five years and manifests itself in a strong, vibrant research culture. For more information on the School and its programs, see www.atkinson.yorku.ca/SAS/.

Disaster and Emergency Management

Applications are invited for a tenure-track appointment in Disaster and Emergency Management at the Assistant Professor level. The required qualification is a PhD or equivalent (must include a graduate degree, a solid research agenda in the area, and teaching experience at both the undergraduate and graduate levels in the field of disaster and emergency management). All applicants must have either excellence or the promise of excellence in teaching and research. Preference will be given to candidates with a well-established network with other stakeholders in disaster and emergency management in the public and/or private sectors. Expertise in the area of business continuity is an asset.

Financial Accounting

Applications are invited for a tenure-track appointment in the Financial Accounting area (rank open). The required qualification is a PhD in Accounting with demonstrated excellence in teaching and research for a senior position, or, in the case of a junior position, a PhD in hand or near completion (expected in 2008), and excellence or the promise of excellence in both teaching and research. Previous experience in teaching and supervising students at the graduate level is an asset. The successful candidate will be expected to teach upper-level honours courses in Financial Accounting and contribute to graduate teaching and student supervision.

A signed letter of application indicating which position applying for, an up-to-date curriculum vitae, a statement of specific teaching and research interests, summaries of teaching evaluations (if available), and three letters of reference (at least one should address teaching) should be sent to: **Dr. John Parkinson, Director, School of Administrative Studies, Room 223, Atkinson Building. Tel: 416.736.2100, x20538. Fax: 416.736.5963. E-mail: johnmp@yorku.ca**

SCHOOL OF ARTS AND LETTERS

The School of Arts and Letters offers a broad range of liberal studies programs and courses aimed at developing critical and analytical skills. This includes two well-established disciplinary programs in English and History, and several interdisciplinary programs in Culture and Expression, Humanities, Religious Studies, and Women's Studies.

Canadian History

Applications are invited for a full-time tenure-stream appointment in the field of Canadian History, with a focus in Diversity, at the Assistant Professor level. All fields will be considered but the successful candidate must be able to teach courses in the History of Race, Ethnicity and/or Indigeneity in Canada. Candidates will be able to develop new courses according to their specific interests, and will also be expected to contribute to courses in the School's Humanities General Education Program. An interest in the development of public or popular history is an asset, as is familiarity with women and diversity. Applicants must have a PhD or PhD near completion (expected in 2008), and demonstrate excellence or the promise of excellence in both teaching and research.

A signed letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of scholarly writing, three letters of reference (at least one should address teaching) and teaching evaluations (if available) should be sent to: **Professor Joan Gibson, Chair, School of Arts and Letters, Room 638, Atkinson Building. Tel: 416.736.5900. Fax: 416.736.5766. E-mail: aksal@yorku.ca**

ECONOMICS UNIT

Atkinson offers programs in both general and business economics, with an emphasis on the application of economic principles in the investigation of contemporary socio-economic issues and the utilization of economic tools in applied managerial and public policy decision-making. The Economics Unit has recently revised the curriculum in its expanding Business Economics program and is interested in strengthening its offerings in Economic Policy. The program utilizes a theory-in-context and application-based approach that emphasizes the empirical and inferential policy dimension of economics. Students are provided with an opportunity to pursue the study of economics as it is applied to a particular area.

Empirical Analysis or Policy Analysis

Applications are invited for a tenure-track appointment in Empirical Analysis or Policy Analysis at the Assistant Professor level. While outstanding applicants in every field of Economics will be considered, we are particularly interested in appointing a candidate in Empirical Analysis and/or Policy Analysis. The successful candidate will be expected to contribute to the graduate program in Economics and may want to be an active member of the Institute for Social Research (ISR) in its pursuit of promoting, undertaking and critically evaluating applied research in social sciences. A PhD or PhD near completion (expected in 2008) in Economics is required, along with excellence or the promise of excellence in both teaching and research. Policy and/or private sector experience is an asset. York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. To address the ever more complex and challenging issues facing both scholars and policy makers, the University sustains high-quality empirical research informed by a diverse range of theory and methods. In order to build upon our strengths and prominence in Quantitative Methods in Social Research (QMSR) and to expand this area, the successful candidate will be expected to participate in a growing cluster of QMSR researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work, including renowned research centres such as the ISR.

A signed letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one should address teaching), teaching evaluations (if available), and one current research paper should be sent to: **Dr. Ida Ferrara, Chair, Economics, Room 2017, TEL Building. Tel: 416.736.5232. Fax: 416.736.5188. E-mail: iferrara@yorku.ca**

CAREERS CARRIÈRES

SCHOOL OF SOCIAL WORK

The School of Social Work is expanding and adjusting rapidly to meet the needs of students and to provide innovative leadership in a changing social work profession. The School has strong BSW and MSW programs, and will be offering a PhD in Social Work effective July 1, 2008. It is a recognized leader in progressive social work education across Canada, and is committed to educating social workers in practices that promote human rights and further the goal of social justice. For more information on the School and its mission and programs, visit www.atkinson.yorku.ca/SOWK/

Social Work

Applications are invited for two tenure-track appointments in Social Work at the Assistant Professor level. All areas will be considered. The School has close ties with diverse local communities and also participates in interdisciplinary research projects within the York community, nationally and internationally. Candidates should have knowledge of, and experience working with diverse and marginalized populations, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of Critical Theory, Social Justice and Human Rights. A PhD in Social Work is preferred, but all candidates must have at least one graduate degree in Social Work and a PhD or PhD near completion (expected in 2008) in a field relevant to Social Work. Excellence or the promise of excellence in both teaching and research is required.

A signed letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one should address teaching), and teaching evaluations (if available) should be sent to: **Dr. Wilburn Hayden, Director, School of Social Work, Kinsmen Building. Tel: 416.736.5226. Fax: 416.650.3861. E-mail: whayden@yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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Faculty of Medicine
Community Health and Humanities

MEMORIAL UNIVERSITY

ASSOCIATE DEAN

The Faculty of Medicine, Memorial University invites applications for the position of **Associate Dean, Community Health & Humanities**. This is a senior academic appointment within the Division of Community Health & Humanities, Faculty of Medicine.

The successful candidate will provide strong academic, administrative and teaching leadership to the Division of Community Health & Humanities; foster optimum interdisciplinary relationships in the University; and develop and sustain productive ties with community and government agencies. The incumbent will provide guidance and supervision to approximately 30 full-time, part-time, joint and cross-appointed faculty and 12 administrative and research staff.

The ideal candidate will have either a MD with postgraduate training or a PhD in a discipline relevant to the Division. Outstanding interpersonal and management skills, a solid research track record, and experience working in an academic environment are required. Exceptional candidates with equivalent education and experience will also be considered.

Appointment will be at the rank of associate/full professor with initial rank and salary commensurate with qualifications and experience.

A complete application package will include a *curriculum vitae*, contact details of three referees and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the position. Please address your application package to:

Chair, Associate Dean Search Committee
Division of Community Health & Humanities
Faculty of Medicine
Memorial University
Health Science Centre
St. John's NL A1B 3V6

or electronically mailed to brendah@mun.ca.

Review of applications will begin on December 1, 2007 and will continue until a qualified candidate in hired.

HEALTH POLICY/HEALTH CARE DELIVERY

The Division of Community Health and Humanities, Memorial University invites applications for a 4 year term appointment in **Health Policy/Health Care Delivery.**

The appointment will be at the Assistant Professor level although initial rank and salary will be commensurate with qualifications and experience. The appointment is for a 4 year term with the possibility of conversion to a permanent tenure-track appointment. The successful candidate will contribute to the undergraduate and graduate programs; establish an independent, externally funded program of research; and participate in service activities.

Candidates should hold a PhD in health policy, health administration, applied heath services research or related field. Individuals who are currently in the later stages of their graduate training are encouraged to apply. Priority will be given to applicants with knowledge of the Canadian health care system, a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. The candidate's area of research should fall within the mandate of the Division.

Applications should be addressed to Dr. Catherine Donovan, Acting Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University, A1B 3V6. Applications can be submitted electronically to brendah@mun.ca or by fax: (709) 777-7382. **VPA MEDI 2006 006**
The application package should include *curriculum vitae*, contact details of three referees, a letter of application, one sample of scholarly writing, an overview and discussion of qualifications and interests as they relate to the position, and a statement of teaching philosophy.

Consideration of applications will begin **December 1, 2007** and continue until the position is filled. Appointments will commence as soon as possible.

BIOSTATISTICS/QUANTITATIVE RESEARCH METHODS

The Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland invites applications for a tenure track position in **Biostatistics/Quantitative Research Methods.**

The appointment will be at the Assistant or Associate Professor level and salary will commensurate with qualifications and experience. The successful candidate will contribute to the undergraduate and graduate programs, establish an independent, externally funded program of research, and participate in service activities (including statistical consulting services to the Faculty of Medicine and the Schools of Nursing and Pharmacy).

Candidates should hold a PhD in Biostatistics, or Applied Statistics or related field with strong quantitative analysis skills. Individuals who are currently in the later stages of their doctorial training are encouraged to apply. Priority will be given to applicants with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. The candidate's area of research should fall within the mandate of the Division.

Applications should be addressed to: Dr. Catherine Donovan, Acting Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland, A1B 3V6. Applications can be submitted electronically to brendah@mun.ca or by fax: (709) 777-7382. **VPA MEDI 2006 007**

The application package should include *curriculum vitae*, contact details of *three referees*, a *letter of application*, one *sample of scholarly writing*, an *overview* and discussion of qualifications and interests as they relate to the position, and a statement of teaching philosophy.

Consideration of applications will begin on **December 1, 2007** and continue until the position is filled. Appointments will commence as soon as possible.

The Division of Community Health & Humanities is a dynamic and vibrant multidisciplinary unit with broad and diverse research and teaching responsibilities, and strong links with other faculties as well as government and community agencies. The Division currently includes experts in biostatistics, epidemiology, health policy, medical ethics, medical humanities, nutrition, public and population health, and social science.

The Division offers graduate training in community health and applied health services research, undergraduate and postgraduate training of medical students and continuing education of health care professionals in the province. The teaching mandate of the Division is expanding with the development of a masters program in public health. Through the Health Research Unit, the Division partners with community and government organizations to conduct community health related research. For more information on the Division, please visit our website at: http://www.med.mun.ca/comhealth/

The Faculty of Medicine is located in the Health Science Centre on the campus of Memorial University of Newfoundland. This facility also houses the Schools of Pharmacy and Nursing, the Health Science Library, the General Hospital, the H.Bliss Murphy Centre, and the Janeway Children's Hospital. The integrated complex allows for close working relationships in both research and teaching among the Faculties of Medicine and the Schools of Nursing and Pharmacy.

Memorial University of Newfoundland is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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CAREERS CARRIÈRES

tions of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Closing Date: November 30, 2007. To find out more about us, please consult our website: www.ualberta.ca/economics/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified men and women, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ECONOMICS — University of Alberta.** The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a position at the Assistant (tenure-track) or Associate (with tenure) Professor level, starting July 1, 2008. Applications from outstanding individuals in all fields are encouraged. Entry-level applicants are expected to have a PhD (or be close to completion) and to demonstrate outstanding potential for both teaching and research. Candidates at the Associate level must have well-established teaching and research records. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Closing Date: November 30, 2007. To find out more about us, please consult our website: www.ualberta.ca/economics/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ECONOMICS — University of British Columbia.** The Department of Economics invites applications for tenure-stream positions, starting date: July 1, 2008. Positions are expected to be filled at the rank of Assistant Professor, although outstanding candidates may be appointed at the rank of Associate or Full Professor. Priority fields are economic theory, public economics, industrial organization, international trade, economic history and environmental economics but exceptional candidates in any field will be considered. Qualifications: lor appointment at the Assistant Professor level, the candidate must have a PhD (or solid indication of imminent completion) in a relevant field, and demonstrate excellence or clear promise of excellence in teaching and in research. For appointment at the Associate or Full Professor level the candidate must have a proven record of outstanding research and excellence in teaching. Additional information about the department is available at http://www.econ.ubc.ca. Application deadline is November 23, 2007. These positions are subject to final budgetary approval. Application, including c.v., reference letters, evidence of teaching excellence, and samples of research papers should be sent to Chair, Recruitment Committee, Oepertment of Economics, The University of British Columbia, #997-1873 East Malk, Vancouver, BC, Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ECONOMICS — University of Toronto Mississauga.** The Department of Economics at the University of Toronto Mississauga, Invites applications for one tenure stream appointment in Empirical Microeconomics. The appointment will be at the rank of Assistant Professor and will begin July 1, 2008. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching. In Empirical Microeconomics, and have earned a PhD degree or equivalent by July 1, 2008 or soon thereafter. Duties include undergraduate and graduate teaching, research and graduate supervision. Information about the University of Toronto Mississauga Undergraduate Economics Department is available at http://www.utm.utoronto.ca/academic/eco/index.html and information about the Graduate Economics Department located at the St. George campus is available at www.economics.utoronto.ca. To apply for tha position, please visit http://www.economics utoronto ca/apply. Please arrange lor three letters of reference to be sent to Professor Aloysius Siow, Department of Economics, University of Toronto, 150 St George Street, Toronto, Ontario, M5S 3G7, Canada, by November 26, 2007. The University of Toronto is strongly committed to diversity within its community end especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ECONOMICS — York University.** York University's Economics Unit, in the Atkinson Faculty of Liberal and Professionel Studies, is seeking applicants for a full-time tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this Issue's Careers section.

■ **ECONOMICS — University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill tenure-track positions, rank open, for 1st July 2008. At the assistant professor level, consideration will be given to applicants, including those nearing completion oi their PhD, who can provide persuasive evidence of research potential. Candidates for senior positions must possess a track record of publication in major journels. All candidates must demonstrate excellence, or the potentiel for excellence, in teaching and research supervision. The department is especially interested in appointing someone in econometrics and someone in international trade. The University of Waterloo encourages applications from all qualified Individuals, including women, members of visible minorities, native peoples, and persons with disebilities. All qualified Individuals are encouraged to apply; however, Canadians and permanent residents will be given enpriority. Send your application, including three letters of reference, and e sample research paper to: Dr. John Burbidge, Chair, Department oi Economics, University of Waterloo, 200 Univers ity Avenue West, Waterloo, Ontario, N2L 3G1. The Department will begin the interview process 1 November 2007, and will continue that process until the positions are filled.

■ **ECONOMICS & POLITICAL SCIENCE — University of Waterloo.** The Department of Economics and the Department oi Political Science at the University of Waterloo seek to fill a tenure or tenure-track position, rank open, for 1st July 2008. At the assistant professor level, consideration will be given to applicants, including thosa nearing completion oi their PhD, who can provide persuasive avidence of research potential. Candidates for senior positions must possess a track record of publication in major journels. All candidates must demonstrate excellenca, or the potential for excellance, in teaching and research supervision. The appointment will be made in the area of international economic relations and/or global economic governence. The University of Waterloo encourages applications from all qualified individuals, including women, membars of visible minorities, native peoples, and persons with disebilities. All qualified Individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Send your application, including three letters of reference, and e sample research paper to: Dr. John Burbidge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. The Department will begin the interview process 1 November 2007, and will continue that process until the positions ere filled.

■ **ECONOMICS (INDUSTRIAL ORGANIZATION) — University of Toronto.** The Department oi Economics at the University of Toronto has available one tenure stream position in Industrial Organization at the rank of Assistant Professor on the St. George campus. The appointment is effective July 1, 2008. The candidate must have a demonstrated promise of outstanding research end teaching in Industrial Organization, and have earned a PhD degree or equivalent by July 1, 2008 or soon thereafter. Duties include undergraduate end graduate teaching and research. Salary to be commensurate with qualifications and experience. Information about the Department is available at http://www.economics.utoronto.ca. To apply for the position, please visit http://www.economics.utoronto.ca/apply. Please arrange lor three letters of reference to be sent to Prol. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, by November 23, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to tha further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS (INTERNATIONAL FINANCE) — Carleton University.** Applications are invited for a tenure-track appointmant at the Assistant Professor level to commence in the 2008–2009 academic year. The position requires a completed PhD (or expected in 2008), avidence of high-quality research, and good teaching potentiel. Tha

ROYAL MILITARY COLLEGE OF CANADA

Faculty Position

Nuclear Engineering

The Department of Chemistry and Chemical Engineering at the Royal Military College of Canada in Kingston, Ontario, invites applications for a tenure track position at the level of assistant professor or at a more senior level for an appropriately qualified candidate. The Department desires applicants with a recent PhD, or one nearing completion, in Nuclear Engineering or a closely related field, who would be able to teach graduate courses in Nuclear Engineering and courses in the undergraduate Chemical Engineering program. The candidate must be able to establish and maintain an independent and competitively funded creative research program.

The Department is involved in research funded by national granting councils, other government agencies and industrial partnerships at a level of $19.7M in 2006/07. More information on the Department can be found at http://www.rmc.ca/academic/chem/index_e.html. Current activity in the nuclear field includes: nuclear fuel engineering, nuclear fuel management, nuclear reactor materials, novel techniques of radiation dosimetry, reactor instrumentation and control, nuclear reactor design, non-destructive testing, neutron activation analysis and radiochemistry, nuclear counter-terrorism, radiological contamination and remediation, and nuclear waste management. The Department operates a SLOWPOKE-2 nuclear research reactor.

Industrial or postdoctoral experience in the nuclear field is desirable. Candidates with expertise in the nuclear fuel area are especially welcomed. The ability to read, comprehend and communicate orally in both official languages will be considered an asset. The candidate is expected to supervise MASc, MSc and PhD graduate students and professional/technical research staff.

Kingston is a beautiful historic city on the shores of Lake Ontario, easily accessible from Toronto, Ottawa and Montreal, at the mouth of the St. Lawrence River and at the start of the Thousand Islands, with diverse and eclectic offerings of music, art, history, theatre and live entertainment that create a unique cultural environment. Kingston has been designated as an official bilingual city by the Govemment of Ontario.

For an Assistant Professor, the salary is up to $84,515 per annum plus an annual Terminable Allowance of $3,300 for 2006/07. The starting salary will be in accordance with professional qualifications and experience. The expected starting time for the position is the spring of 2008. **The closing date for the competition is 15 December 2007.**

Interested candidates should forward their *curriculum vitae* showing their qualifications for the position, including a statement of current citizenship status, proof of education, research activity with selected publications and relevant teaching experience, in addition to the names of three references to:

Mrs. Doris Meade
Civilian Human Resources Office (Kingston)
Canadian Forces Base Kingston
P.O. Box 17000, Station Forces
11 Mercury Cres., Kingston, Ontario K7K 7B4
Phone: (613) 541-5010, ext 2218
Fax: (613) 541-4496
Email: Meade.DM@forces.gc.ca

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens, however applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

COLLÈGE MILITAIRE ROYAL DU CANADA

Poste de professeur

Génie Nucléaire

Le Département de chimie et de génie chimique du Collège militaire royal du Canada invite les candidatures à un poste menant à la permanence au niveau de professeur adjoint ou de professeur de niveaux supérieurs par des candidats ou candidates dûment qualifiés. Le Département désire des candidats et candidates ayant récemment obtenu un diplôme de doctorat, ou sur le point de terminer leur programme de doctorat, en génie nucléaire, ou dans un domaine très connexe, et qui sont capables d'enseigner des cours de niveaux supérieurs en génie nucléaire ainsi que des cours de premier cycle en génie chimique. Le candidat ou la candidate doit être capable d'établir et de maintenir un programme de recherche innovateur et pouvant recevoir du financement via les programmes d'octrois compétitifs.

Le Département est impliqué dans des programmes de recherche financés par les organismes nationaux d'octroi de recherche et par des partenariats industriels à un niveau de $19.7M en 2006/07. On pourra trouver plus de renseignements sur le Département au site internet suivant : http://www.rmc.ca/academic/chem/index_f.html. Les domaines de recherche présentement actifs en génie nucléaire incluent les suivants: génie des combustibles nucléaires, gestion du combustible nucléaire, matériaux des réacteurs nucléaires, techniques innovatrices en dosimétrie des rayonnements, instrumentation et contrôle des réacteurs, dèsign de réacteurs nucléaires, essais non-destructeurs, analyse par activation neutronique et radiochimie, contre-terrorisme nucléaire, contamination et restauration radiologique, et gestion des déchets nucléaires. Le Département exploite un réacteur nucléaire de recherche SLOWPOKE-2.

De l'expérience industrielle ou postdoctorale dans le domaine du nucléaire est souhaitable. Les candidats avec de l'expertise dans le domaine du combustible nucléaire sont spécialement recherchés. La capacité de lire, comprendre et communiquer oralement dans les deux langues officielles sera considérée comme un avantage. Le candidat ou la candidate doit s'attendre à avoir à diriger des étudiants de cycles supérieurs en MScA, MSc ou au PhD, en plus de superviser des membres du personnel de recherche professionnel/technique.

Kingston est une splendide ville historique sur les rives du lac Ontario, d'accès facile de Toronto, Ottawa et Montréal, à la décharge du lac Ontario dans le fleuve Saint-Laurent et au début des Mille Îles, et est dotée d'un ensemble éclectique d'activités en musique, art, histoire, théâtre et spectacles divers, ce qui crée un environnement culturel unique. Kingston a été désignée comme ville officiellement bilingue par le Gouvernement de l'Ontario.

Au niveau de Professeur Adjoint, le salaire annuel maximum est de $84,515, en plus d'une allocation terminable annuelle qui était de $3,300 pour 2006/07. Le salaire initial sera selon les qualifications professionnelles et l'expérience. On s'attend à ce que l'emploi débute le printemps 2008. **La date limite pour soumettre les candidatures pour cette compétition est le 15 décembre 2007.**

Les candidats et candidates intéressés doivent envoyer leur *curriculum vitae* montrant leurs qualifications pour le poste, incluant un énoncé du statut de citoyenneté présente, des preuves de l'éducation académique reçue, des activités de recherche avec une sélection des publications et de l'expérience en enseignement pertinent, en plus des noms de trois personnes pouvant servir de références, à:

M^me^ Doris Meade
Bureau des Ressources Humaines Civiles (Kingston)
Base des Forces Canadiennes de Kingston
C.P. 17000, Station Forces
11 Mercury Cres., Kingston, Ontario K7K 7B4
Téléphone: (613) 541-5010, poste 2218
Fax: (613) 541-4496
Courriel: Meade.DM@forces.gc.ca

Le Collège militaire royal du Canada est une institution bilingue dont les étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acte de l'Emploi de la Fonction Publique, on doit accorder la préférence aux Citoyens canadiens, cependant, on considèrera les candidatures provenant de l'extérieur du Canada. Les candidats dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne. Vous pouvez consulter le Centre d'Information Canadien sur les Diplômes Internationaux à l'adresse internet suivante: http://www.cmec.ca/cicic/ pour obtenir de plus amples informations.

VERITÉ • DEVOIR • VAILLANCE

Canada

CAREERS CARRIÈRES

Department is especially interested in candidates in International Finance. The position offers opportunities for interaction with excellent colleagues. Our faculty members have edited top field journals, have published recently in the AER, JPE, Econometrica, JIE, JFE, and RESTud, and are involved in the NBER. We have historical strength in international economics (including the long-time editor of the JIE). Naturally, the position also offers opportunities for interaction with the students in our PhD program (who, within the last three years, have had papers accepted in the JMCB, JDevEcon, and CJE before completing their degrees). Location in close proximity to the Bank of Canada, Statistics Canada, and Department of Finance provides many advantages. Applications should include your curriculum vitae and samples of your research. Please include a statement regarding your approach to teaching. In addition, please have three referees forward their letters of reference directly to the Chair of the Appointments Committee, re: International Finance Position. Evidence of teaching performance is also welcome for applicants with teaching experience. Applications should be submitted by regular mail and not by electronic mail. The deadline for the competition is December 9, 2007, or until the position has been filled. Please send applications and reference letters to the following address: Chair, Appointments Committee, re: International Finance Position, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, Canada.Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but, not limited to, women, visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply The applications of Canadians and permanent residents will be given priority

■ **ECONOMICS (INTERNATIONAL) — University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in International Economics at the rank of Assistant or Associate Professor on the St. George campus. The appointment is effective July 1, 2008. For appointment at the Assistant level, the candidate must have a demonstrated promise of outstanding research and teaching in International Economics, and have earned a PhD degree or equivalent by July 1, 2008 or soon thereafter. For appointment at the Associate level, the candidate must have a proven record of outstanding research and teaching in International Economics. Duties include undergraduate and graduate teaching and research. Salary to be commensurate with qualifications and experience. Information about the Department is available at http://www.economics.utoronto.ca. To apply for the position, please visit http://www.economics.utoronto.ca/apply. Please arrange for three letters of reference to be sent to Prof. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, by November 23, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS (PUBLIC/POLITICAL) — University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in Public Economics/Political Economy at the rank of Assistant Professor on the St. George campus. The appointment is effective July 1, 2008. The candidate must have a demonstrated promise of outstanding research and teaching in Public Economics and/or Political Economy, and have earned a PhD degree or equivalent by July 1, 2008 or soon thereafter. Duties include undergraduate and graduate teaching and research. Salary to be commensurate with qualifications and experience. Information about the Department is available at http://www.economics.utoronto.ca. To apply for the position, please visit http://www.economics.utoronto.ca/apply. Please arrange for three letters of reference to be sent to Prof. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, by November 23, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ÉDUCATION D'IMMERSION FRANÇAISE (ÉLÉMENTAIRE) — Université York.** Nous sollicitons des candidatures pour un poste menant à la permanence en Éducation d'immersion française (élémentaire) au rang de Professeur/e adjoint/e. Contexte: L'Université York offre une expérience universitaire interdisciplinaire à un niveau international, dans un cadre moderne, à Toronto, la ville la plus multiculturelle du Canada. Axée sur l'innovation,York forme une communauté dynamique comptant près de 6D D00 membres du corps enseignant, membres du personnel et étudiants, qui défient l'ordinaire et obtiennent des résultats uniques. Le Collège universitaire Glendon est la faculté bilingue (Français-Anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé en plein coeur de Toronto. La Faculté d'éducation de York offre une formation initiale, des programmes de perfectionnement professionnel et des programmes de deuxième et troisième cycles (MEd et PhD). La Faculté, qui accorde de l'importance à la collaboration et à l'interdisciplinarité, est engagée face aux questions de justice sociale, et de diversité culturelle et linguistique. Les membres du corps enseignant qui occupent un poste menant à la permanence sont encouragés à travailler dans des équipes interdisciplinaires, avec des collègues d'autres départements de l'Université et des membres du corps enseignant détachés de conseils scolaires. Les candidat/e/s sont invité/e/s à consulter le site Web de York à l'adresse www.yorku.ca. Poste: La personne choisie enseignera des cours et définira la programme des études de premier, deuxième et troisième cycles en éducation; supervisera les thèses de maîtrise et de doctorat et les travaux de recherche; supervisera les stages d'enseignement effectués par les étudiants du premier cycle; participera aux programmes de perfectionnement professionnel; collaborera avec des collègues de l'Université; et jouera un rôle actif dans le domaine de l'éducation. La personne choisie doit être immédiatement admissible au titre de membre de la Faculté des études supérieures. Candidatures: Les candidat/e/s doivent être parfaitement bilingues (français/anglais). Pour le Département d'études françaises, les candidats devraient avoir des connaissances spécialisées et de l'expérience en enseignement dans un ou plusieurs des domaines suivants: Linguistique et/ou Linguistique appliquée à l'enseignement du français plus particulièrement dans un cadre d'immersion; Psycholinguistique et enjeux multiculturels concernant l'enseignement et l'apprentissage dans un contexte d'immersion française; littérature française du 19a siècle. Les candidats doivent pouvoir participer activement aux activités de la Faculté qui se déroulent en français et en anglais. Pour la Faculté d'éducation, les candidats devraient avoir des connaissances spécialisées et de l'expérience en enseignement de l'éducation d'immersion française. Seront des atouts: l'enseignement et l'epprentissage dans les écoles élémentaires et/ou le développement de l'enfence avec un intérêt particulier pour le bilinguisme et le multilinguisme des entants et de leurs familles. La personne choisie pour ce poste aura terminé un doctorat dans un domaine de spécialisation compatible avec l'enonce de ca poste. Les candidats qui n'ont pas encore terminé leur doctorat ne seront considérés que sur la soumission de documents confirmant que tes conditions d'obtention du doctorat seront remplies avant ta date d'entrée en fonction. Engagement: Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'entrée en fonction est te 1er juillet 2008. Tous les postes à York sont liés à l'autorisation budgétaire de l'Université Action positive: L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de ranseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/acadjobs ou demender un exemplaire du programme euprés du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détenant te statut de résident permanent. Demandes de poste:Les demendes doivent inclure un curriculum vitae à jour, un ou deux échantillons de publications, trois lettres de recommandation de professeurs et une lettre de candidature résumant les qualifications, les recherches et les domaines d'intérêt en matière d'enseignement, en rapport avec l'annonce. Les demandes doivent être envoyées é: Monsieur Dorin Uritescu, Oirecteur, Departement d'études françaises, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. Date limite de soumission des candidatures: 21 décembre 2007. N.B.: Les demandes électroniques ne seront pas acceptées.

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

FACULTY OF BUSINESS ADMINISTRATION
TENURE TRACK POSITIONS

The Faculty of Business Administration at Simon Fraser University invites applications for the following tenure-track positions.

ACCOUNTING (two positions) – Applications in all areas of accounting including financial, managerial, auditing and taxation are invited. Ph.D. required although ABD near completion considered; professional accounting designation preferred. **Rank: Assistant Professor.**

FINANCE (one position) – Requires demonstrated teaching proficiency at the undergraduate and graduate levels and a record of high quality research output (junior applicants should demonstrate research and teaching potential). Applications in all areas of finance are invited. **Rank: Open.**

TECHNOLOGY AND OPERATIONS MANAGEMENT (one position)
Data and Decision Making – Successful candidate will have a proven record of teaching and research at the graduate level. Ph.D. required. Rank: **Assistant Professor.**

INNOVATION AND ENTREPRENEURSHIP
The following four positions will all be based at the new SFU Surrey campus.

ENTREPRENEURSHIP (one position) – Interdisciplinary research and teaching focus required. Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities. **Rank: Open.**

BUSINESS ETHICS (one position) – Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities. **Rank: Open to Associate Professor.**

INNOVATION AND ENTREPRENEURSHIP (two positions) – Interdisciplinary research and teaching focus required. Applicants should have a research and teaching emphasis in the area of innovation and/or entrepreneurship. Ph.D. required, ABD near completion considered. **Rank: Assistant Professor.**

Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, Ph.D. and Executive programs and is an accredited member of AACSB International. With three British Columbia campuses located in Burnaby, Vancouver and Surrey, Simon Fraser University offers a strong research environment in a city consistently ranked as the most livable in the world

Start Date for all of the positions: September 1, 2008

Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu/vpacademic/Faculty_Openings/Collection_Notice.html

For further details regarding these tenure-track positions see the following web site: http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html

Send curriculum vitae (in electronic format, pdf preferred) to Chair_busappts@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to:

Dr. Irene M. Gordon,
Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive
Burnaby, British Columbia Canada V5A 1S6

Web sites: http://www.sfu.ca/ http://www.sfubusiness.ca/

The search will close on November 30th, 2007, or when the positions have been filled.

All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Managerial Economics, Finanee, Organizational Behaviour/Human Resources, Management Science/Quantitative Methods, Marketing, International Business, and Strategy/ Business Poliey/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly researeb and for outstanding teaebing eontributions in support of the Sehool's various programs.

COMPENSATION:
Salary will be commensurate with qualifieations and experienee. Appointees have aceess to substantial internal funds both for researeh and eourse development through Queen's School of Business Researeh Program and the Faeulty Development Fund.

INSTITUTION:
Queen's University has a long and rieh tradition of academie exeellenee, dating baek to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business sehools, with an outstanding reputation for innovation and quality. Our MSe and PhD programs in Management attract highly qualified researeh-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entranee standards in Canada and is widely viewed as the eountry's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. BusinessWeek ranks Queen's full-time MBA #1 outside the U.S.; Queen's Exeeutive MBA #1 in Canada and #21 in the world; and our open enrolment exeeutive edueation programs #1 in Canada and #10 in the world. Queen's School of Business is also home to Centres foeused on business venturing, corporate soetal responsibility, knowledge-based enterprise and corporate governanee. The School is fully aeeredited by U.S.-based AACSB, Brussels-based EQUIS (the aeereditng arm of EFMD — the *European Foundation for Management Development*), and *U.K.-based* Associ-ation of MBAs. The learning environment at Queen's is supported by outstanding library and eomputing faeilities. More information is at: business.queensu.ea.

THE CITY:
Kingston, Ontario is a unique Canadian eity of 125,000 with a distinet blend of history, reereation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syraeuse.

This is an international seareh, open to eandidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian eitizens and permanent residents. Queen's University is eommitted to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academie staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at qufa.ea/. The appointments are subjeet to final budgetary approval.

The effeetive date of the appointment will he July 1st, 2008, but is flexible. Applicants should submit a eover letter, current CV, three letters of recommendation, teaehing evaluations and a sample publieation, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Global, innovative and diverse, the Schulich School of Business enrols some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

Known for the diversity of its student body, faculty and staff, Schulich has pioneered unique offerings in areas such as financial engineering, financial services, real property development, business and sustainability and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (iBBA). The Joint Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. Schulich has recently opened offices in Beijing, China, and Mumbai, India, to support initiatives related to recruitment, executive education, career development and alumni relations.

Schulich faculty have earned global recognition for their research in such fields as business and sustainability, organizational behaviour, forensic accounting and finance.

The Schulich School of Business invites applications for **tenure-stream positions,** effective **July 1, 2008,** subject to budgetary approval. Salary and benefits are competitive. Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Schulich School of Business

TENURE-STREAM POSITIONS

SENIOR-LEVEL POSITIONS IN ACCOUNTING

The Schulich School of Business invites applications for two tenure-stream positions in Accounting at the Associate Professor or *Full Professor level. Preferred candidates will have:* a leadership position within the discipline, marked by significant contributions to accounting or auditing research; a track record of publications in top-tier journals; evidence of an ongoing research program with potential for further publications in top-tier journals; a willingness and demonstrated ability to supervise master's and/or doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies; evidence of effective teaching, and a willingness to teach with cases (consistent with the needs of the Accounting area and the Schulich School); a completed doctorate.

Applicants should send an application letter, curriculum vitae, three letters of reference, a current working paper, a one-page statement of their current research program/interest and information about teaching performance, by **December 31, 2007,** to: **Dr. Cameron Graham, Chair of the Accounting Search Committee, Seymour Schulich Building, Room S346. E-mail: cgraham@schulich.yorku.ca. E-mail applications are preferred.**

SENIOR-LEVEL POSITION IN FINANCIAL ACCOUNTING

The Schulich School of Business invites applications for a tenure-stream position in Financial Accounting at the Associate Professor or Full Professor level. Preferred candidates will have: a leadership position within the discipline, marked by significant contributions to financial accounting research; a track record of publications in top-tier journals; evidence of an ongoing research program with potential for further publications in top-tier journals; a willingness and demonstrated ability to supervise master's and/or doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies; evidence of effective teaching, and a willingness to teach with cases (consistent with the needs of the Accounting area and the Schulich School); a completed doctorate.

Applicants should send an application letter, curriculum vitae, three letters of reference, a current working paper, a one-page statement of their current research program/interest and information about teaching performance, by **December 31, 2007,** to: **Dr. Amin Mawani, Chair of the Financial Accounting Search Committee, Seymour Schulich Building, Room S349. E-mail: amawani@schulich.yorku.ca. E-mail applications are preferred.**

TENURE-STREAM FACULTY POSITIONS IN FINANCE

The Schulich School of Business invites applications for up to three tenure-stream faculty positions in Finance at the Senior Assistant, Associate or Full Professor level. One position will specialize in International Finance; one position will specialize in Corporate Theory; and one position will specialize in one or more fields of Corporate Finance, Behavioural Finance, Fixed Income, International Finance or Market Microstructure. Preferred candidates will have: a completed PhD; demonstrated excellence in research and a publication record in top-tier journals (commensurate with rank); demonstrated excellence in teaching (commensurate with rank); demonstrated ability to teach in PhD, MBA and BBA programs; demonstrated experience in supervising doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies.

Applicants should send an application letter, curriculum vitae, three letters of reference, examples of research and information about teaching performance, by **December 15, 2007,** to: **Professor Maik Kamstra, Chair, Finance Area, Room N204C, Seymour Schulich Building. E-mail: financerecruiting@schulich.yorku.ca. E-mail applications are preferred.**

TENURE-STREAM POSITION IN ORGANIZATIONAL BEHAVIOUR AND INDUSTRIAL RELATIONS

The Schulich School of Business invites applications from outstanding scholars in organizational behaviour for a tenure-track position at the Associate Professor level. Individuals at the Senior Assistant Professor level with requisite experience of leadership in the field will also be considered. Preferred candidates will have: a PhD degree; a strong, ongoing program of academic research and publishing in top-tier journals on organizational behaviour, ideally with a focus on groups and teams at the meso level; willingness and ability to contribute to the doctoral program and help build the area; experience in teaching doctoral-level courses and advising and supervising doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies; evidence of teaching effectiveness at all levels, from undergraduate to graduate.

Applicants should send an application letter, curriculum vitae, samples of research papers, three letters of reference and information about teaching, by **December 15, 2007,** to: **Professor Pat Bradshaw, OBIR Area Co-ordinator, Room N322, Seymour Schulich Building. E-mail: pbradshaw@schulich.yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Schulich
School of Business
York University

YORK
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redefine THE POSSIBLE.

CAREERS CARRIÈRES

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, control/mechatronics, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://ece.uwaterloo.ca/. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING & QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ENGLISH — University of New Brunswick.** The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment in Creative Writing, effective 1 July 2008 and subject to final budgetary approval. In addition to qualifications in Creative Writing, candidates must hold the PhD in any field of English Literature; however, preference will be given to those with the PhD in Canadian or American Literature. The successful candidate will be expected to teach Creative Writing and literature courses at the graduate and undergraduate levels. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, samples of their creative and scholarly work, and a transcript of academic record to: Dr. Mary Rimmer, Acting Chair, Department of English, The University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. The deadline for application is 30 November 2007. The Department of English is committed to excellence in teaching and research. In addition to its strong undergraduate programme, the Department offers the MA in all fields and is highly regarded for its strengths in creative writing at both the undergraduate and MA levels. Its strengths at the PhD level are in Early Modern, Post Colonial, Canadian and Modern American. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity

■ **ENGLISH — Simon Fraser University.** The Department of English at Simon Fraser University offers a comprehensive program of undergraduate and graduate studies. The Department has 33 full-time faculty members, over 500 undergraduate majors, and 60 graduate students in its MA and PhD programs. We have a strong research record and a high reputation for our teaching. Tenure-track faculty have a 2/2 teaching load. We invite applications for two (2) tenure-track appointments. The first is at the rank of Assistant Professor, effective September 1, 2008, in Middle English literature. Candidates for this position must hold a PhD or be near completion. The second is at the rank of Associate Professor (junior), effective September 1, 2008, in Twentieth Century American literature, with a focus on fiction preferred. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, transcripts of academic record, and a sample of their scholarly writing, and ask three referees to send letters to: Dr. Tom Grieve, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Applications must be received by October 31, 2007. (International applicants should ensure early posting of their application materials.) All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. These positions are subject to budgetary approval. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa invites applications for a tenure-track position for a specialist in Canadian Literature at the rank of Assistant Professor. The appointment will commence on July 1st 2008. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. The successful candidate will participate in undergraduate and graduate teaching programs as well as in other academic activities within the department. For more detail on our programs, please visit: www.uottawa.ca/academic/arts/english/. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Send curriculum vitae, transcripts, a writing sample, and have three confidential letters of reference sent directly to: Prof. De Bruyn, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 30 November 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. This position is pending budgetary approval.

■ **ENGLISH — University of Alberta.** The Faculty of Arts, The University of Alberta is seeking a Director for the Canadian Literature Center/Centre de littérature canadienne (CLC). The CLC conducts, facilitates, and promotes research into Canadian literature, in both French and English, of all genres, languages, and regions. As a western hub of the Canadian literary community, it brings together scholars, authors, students, publishers, collectors and the reading public to promote the diversity and strength of Canada's literatures and cultures. The Director will be a respected academic with a strong track record in scholarship and a commitment to furthering Canadian literature research and study in innovative and participatory ways. The position will carry with it a tenured academic appointment to a Department in the Faculty of Arts (selected on the basis of the successful candidate's disciplinary background), with some responsibilities for Departmental teaching and administrative participation. Candidates should be of sufficient seniority to warrant a tenured appointment at the rank of senior associate or full professor. The Director's term of appointment is five years, and is renewable upon review. Reporting directly to the Dean of Arts, the Director will work with an internal executive committee, and a Faculty governing council, to lead the Centre's academic and external activities. Responsibilities include: building communities across English- and French-speaking readerships; developing connections between Canada's many literatures and literary languages in innovative and inclusive ways; developing and strengthening connections between the University and communities of readers locally, nationally and internationally; developing interdepartmental collaborative research programs and seeking funding for them through research granting councils, fundraising for the Centre within the wider context of the University's capital campaign. Salary will be competitive and commensurate with qualifications and rank of appointment. In addition, the University of Alberta offers a generous benefits package. Curriculum Vitae and three letters of reference (in either English or French) should be sent directly by candidates' referees to: Dr Bernard Linsky, Associate Dean (Research), Faculty of Arts, Chair, CLC Director Selection Committee, 6-33 Humanities Centre, University of Alberta, Edmonton, AB, T6G 2E5. The deadline for receipt of applications is November 15, 2007. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ENGLISH (ABORIGINAL LITERATURE) — University of Toronto (St. George Campus).** Applications are invited for a tenure-stream position, Assistant Professor or recently promoted Associate Professor, Department of English (60%) and Aboriginal Studies (40%), St. George Campus, University of Toronto. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the area of Aboriginal Literature. Qualifications: PhD in English with specialization in Aboriginal Literature, and interest in Canadian Aboriginal issues. Interest in community-based research and Aboriginal methodologies and experience in working with Aboriginal communities is an asset. The University of Toronto is a three-campus university with unitary graduate departments. Duties consist of research and undergraduate and graduate teaching on the St. George campus. Applicants must show promise of outstanding research and teaching potential. Salary commensurate with experience and qualifications. Aboriginal Studies (www.utoronto.ca/abs) is an interdisciplinary program that brings together faculty from across the University of Toronto and works closely with the student services unit First Nations House. Responsibilities involve teaching of undergraduate courses (specific assignments to be negotiated) and regular participation in program activities. Aboriginal Studies is a partner in the new Centre for Aboriginal Initiatives to be developed at the University of Toronto over the next few years. Send applications and c.v. to Prof. Brian Corman, Chair, Department of English, University of Toronto, Jackman Humanities Building, 170 St. George Street, Toronto, ON, M5R 2M8. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2008. The deadline for applications is 5 November 2007. (e-mail applications will not be accepted). The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Book History and Print Culture, Aboriginal, Canadian, Caribbean, Diaspora, Environmental, Sexual Diversity, Women and Gender Studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

■ **ENGLISH (CRITICAL WRITING) — University of Toronto Scarborough.** Applications are invited for a full-time position at the rank of Lecturer in English, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. The position is renewable annually, and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Candidates must have a PhD, preferably in literature, and must also have experience teaching critical writing at the university level, and a demonstrated commitment to the scholarship of teaching and learning as it pertains to writing in English. Scholarly contributions to pedagogical publications would be an asset. The successful candidate will teach, further develop, and coordinate a course in Critical Writing about Literature required of all English students. Coordination includes training and mentoring the senior PhD candidates who teach many sections of the course. He/she may also have the opportunity to teach a course in literature or a senior-level course in writing about literature. The lecturer will teach three courses a term for a total of six courses a year. He/she will be a full member of the English discipline at UTSC and will also find colleagues with research and teaching interests in writing in the UTSC Writing Centre, and in writing programs and centres across the three University of Toronto campuses. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to CritWritingSearch@utsc.utoronto.ca or mailed to Early Modern Literature In English Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ENGLISH (EARLY MODERN LITERATURE) — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in English Literature, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. Candidates must have a PhD in hand, with a specialization in Early Modern Literature in English. A focus on drama would be particularly welcome. Duties include undergraduate teaching, graduate teaching and supervision, and research. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to CritWritingSearch@utsc.utoronto.ca or mailed to Critical Writing Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ENGLISH (EARLY MODERN LITERATURE) — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in English Literature, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. Candidates must have a PhD in hand, with a specialization in Early Modern Literature in English. A focus on drama would be particularly welcome. Duties include undergraduate teaching, graduate teaching and supervision, and research. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to CritWritingSearch@utsc.utoronto.ca or mailed to Critical Writing Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ENGLISH (CARIBBEAN LITERATURE) — University of Toronto.** Applications are invited for a tenure-stream position, Assistant Professor, Department of English, St. George Campus, University of Toronto. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the area of Caribbean Literature. Qualifications: PhD in English with specialization in Caribbean Literature. The University of Toronto is a three-campus university with unitary graduate departments. Duties consist of research and undergraduate and graduate teaching on the St. George campus. Applicants must show promise of outstanding research and teaching potential. Salary commensurate with experience and qualifications. Send applications and c.v. to Prof. Brian Corman, Chair, Department of English, University of Toronto, Jackman Humanities Building, 170 St. George Street, Toronto, ON, M5R 2M8. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2008. The deadline for applications is 5 November 2007. (e-mail applications will not be accepted). The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Book History and Print Culture, Aboriginal, Canadian, Caribbean, Diaspora, Environmental, Sexual Diversity, Women and Gender Studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

■ **ETHNOBOTANY — University of Victoria.** We seek a two-year, visiting professor to *support our distinctive program in ethnoecology, which we define as the study of people's interrelations with plants, animals and environments* as situated in an ecological and social context. While we will consider applicants with wide-ranging skills, our primary interest is in ethnobotany. The rank is open, but a successful applicant appointed beyond floor-level Assistant Professor would negotiate a commensurate partial appointment. The successful applicant will demonstrate an ability to connect ecological and cultural knowledge, a capacity for interdisciplinary work, a strong research profile, and a strong commitment to undergraduate teaching. There will be minor administrative duties appropriate to the position. The School of Environmental Studies web.uvic.ca/enweb/ is supported by three pillars of scholarship: ethnoecology, ecological restoration and political ecology. These distinctive interdisciplines overlap thoroughly in our teaching and research programs, and combine in emerging areas of concentration such as sustainable food systems and energy systems. We are a relatively small group (7 full-time equivalent faculty including the present position) and depend on close cooperation, mutual respect and camaraderie for our flourishing. We launch a new MA/MSc program in September 2007 that will complement our long-standing undergraduate major/minor program. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please submit hardcopy applications by October 22, 2007 to: Dr. Eric Higgs, Director, School of Environmental Studies, C132A Sedgewick Building, 3800 Finnerty Road, University of Victoria, Victoria, BC, V8W 2Y2.

■ **ETHNOECOLOGY — University of Victoria.** We seek a tenure-track Assistant Professor to continue the development of our distinctive program in ethnoecology, which we define as the study of people's interrelations with plants, animals and environments as situated in an ecological and social context. The successful applicant will demonstrate an ability to connect ecological and cultural knowledge, a capacity for interdisciplinary work, a proven track record of high caliber research, a strong commitment to undergraduate teaching and graduate supervision, and dedication to long-term community-based knowledge and learning. Our present focus in ethnoecology is ethnobotany, but we are looking to expand our concentration. For example, the successful applicant might be a landscape ecologist with a strong interest in cultural dynamics, an anthropologist with a focus on ecosystems, a spatial scientist modelling cultural dynamics, or a botanist committed to understanding dietary and food systems. While geographic concentration is open, we expect a significant commitment to working in northwestern North America and with Indigenous communities. The School of Environmental Studies web.uvic.ca/enweb/ is supported by three pillars of scholarship: ethnoecology, ecological restoration and political ecology. These distinctive interdisciplines overlap thoroughly in our teaching and research programs, and combine in emerging areas of concentration such as sustainable food systems and energy systems. We are a relatively small group (7 full-time equivalent faculty including the present position) and depend on close cooperation, mutual respect and camaraderie for our flourishing. We launch a new MA/MSc program in September 2007 that will complement our long-standing undergraduate major/minor program. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please submit hardcopy applications by October 22, 2007 to: Dr. Eric Higgs, Director, School of Environmental Studies, C132A Sedgewick Building, 3800 Finnerty Road, University of Victoria, Victoria, BC, V8W 2Y2

■ **FILM STUDIES — Carleton University.** Carleton University's Film Studies program invites applications for a tenure-track position (entry level — no higher rank will be considered) at the rank of Assistant Professor beginning July 1, 2008. Applicants should have expertise in the following areas: the cinemas of Africa, the Middle East, South Asia or Europe. The successful candidate will be expected to teach a range of courses

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF NURSING

WWW.USASK.CA/NURSING

Tenure Track Positions

To meet the dynamic and exciting growth of our nursing programs, several tenure-track and limited-term faculty positions are available at our Saskatoon, Regina, and Prince Albert campuses. We are seeking professional, dedicated, and team-oriantad faculty for the following areas:

- Four-year BSN program and a two-year second degree entry program
- BSN program for diploma-preparad nurses
- Master of Nursing program — includes advanced nursing practice option
- PhD program

Construction is underway for the construction of a new, state-of-tha-art health sciences facility at the University of Saskatchewan in Saskatoon. We are proud to have one of the largest Aboriginal nursing enrollments in Canada. Our areas of rasearch focus currently includa primary health cara, rural/ramota health, Aboriginal health, forensic/mental health, and community development.

Candidates for tenure-track faculty positions should have a PhD (or naar completon) and have a program of research/scholarship. Candidates for limited-term faculty positions will have a minimum of a Master's preparation. All candidates should have at laast one degree in nursing, and be eligible for RN or RPN registration in Saskatchewan. Registration as a nurse practitionar would be an asset.

For more information, please visit our website at www.usask.ca/nursing or contact the Dean's office via email care of sherry.stuber@usask.ca.

Application Deadline: Please send a curriculum vitae listing three references by **Novembar 15, 2007.**

The University of Saskatchewan is committed to Employment Equity. Members of designatad groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; howaver, Canadian citizens and permanent residents will be given priority. Furthar information about the School and its programs are available on our Website (http://www.medicina.usask.ca/pt).

CAREERS CARRIÈRES

in film studies from first year to the MA level, supervise graduate students, and develop a program of research leading to significant peer-reviewed publications. He or she may also be expected to contribute to Carleton University's doctoral program in Cultural Mediations. This is an interdisciplinary PhD in arts and culture which draws upon faculty and other resources from film, literature, music, and art history. Applicants must have a PhD a strong commitment to scholarship reflected in publications, an active research profile and demonstrated excellence in teaching. Complete applications, including a curriculum vitae, a writing sample, and teaching dossier should be sent to Prof. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin on December 1, 2007, and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply.

■ **FINANCE — York University.** York University's Schulich School of Business is seeking applicants for up to three tenure-stream positions at the Senior Assistant, Associate or Full Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, specializing in either corporate finance or investments, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed PhD and should demonstrate the potential for excellent research and teaching. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our graduate program. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accountancy in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://accounting.uwaterloo.ca. Members of the Finance Group are active in theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Faculty members are associated with the Centre for Advanced Studies in Finance (CASF), which provides the focus for research and education in the finance discipline at the University. The CASF is an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, actuarial science, mathematics, and scientific computing. For further information, visit http://accounting.uwaterloo.ca/finance/casf/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To be considered, please send a curriculum vitae, a sample of your research, and the names and contact information of three referees in electronic form to lola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laiondé, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications will begin in September 2007 and will continue until the positions are filled.

■ **FINANCIAL ACCOUNTING — York University.** York University's Schulich School of Business is seeking applicants for a senior-level, tenure-stream position at the Associate Professor or Full Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ **FINANCIAL ACCOUNTING — York University.** York University's School of Administrative Studies, in the Atkinson Faculty of Liberal and Professional Studies, is seeking applicants for a full-time tenure-track appointment (limit spent), effective July 1, 2008. See our ad in this issue's Careers section.

■ **FRANÇAIS — University of Saskatchewan.** Le Département des langues et linguistique de l'Université de la Saskatchewan sollicite des candidatures pour le poste de Directeur/Directrice du département dont l'entrée en fonction est le 1er juillet 2008. Le/La candidat/e doit détenir un doctorat en études françaises, doit posséder de très bonnes compétences en gestion, en matière de relations humaines et de leadership, doit faire preuve d'excellence dans l'enseignement et avoir à son actif un dossier solide de recherche. Ce poste est offert au rang de professeur/e agrégé/e, la permanence pouvant être accordée, selon les qualifications, dès l'entrée en fonction. Pour toute autre information, veuillez consulter le site Web www.usask.ca/languages ou Professeur P.M. Bidwell, Directeur intérim, à paul.bidwell@usask.ca . Les déliberations formelles auront lieu à partir du 31 décembre 2007.

■ **FRANÇAIS — University of Alberta.** La Faculté des Arts de l'Université de l'Alberta est à la recherche d'un directeur ou d'une directrice pour le Centre de littérature canadienne/Canadian Literature Center (CLC). Le CLC entend, faciliter et encourager les recherches dans tous les genres, toutes les langues et toutes les régions qu'englobe la littérature canadienne, en français et en anglais. Le titulaire du poste de la communauté littéraire canadienne dans l'Ouest, le Centre réunit les universitaires, les auteurs, les étudiants et étudiantes, les éditeurs, les collectionneurs et les lecteurs dans le but de promouvoir la vitalité et la diversité des cultures orales et écrites du Canada. Le directeur ou la directrice sera un éminent professeur pouvant faire état d'une vaste expérience en recherches, déterminé à contribuer aux recherches et à l'enseignement de la littérature canadienne de manière novatrice et active. Le ou la candidate retenu se verra offrir un poste permanent relevant d'un département de la Faculté des Arts (sélectionné en fonction de sa spécialité). Il ou elle assurera l'enseignement de cours de premier cycle et des cycles supérieurs, poursuivra un programme actif de recherches et assumera des responsabilités administratives au sein de l'université. Le candidat ou la candidate retenu devra avoir suffisamment de sérieux pour justifier une nomination permanente de professeur agrégé ou de professeur titulaire. La durée de l'engagement est de cinq ans, renouvelable selon les résultats de l'évaluation. Pertinent directement du Doyen de la Faculté des Arts, le directeur ou la directrice supervisera les activités universitaires et externes du Centre en collaboration avec un comité exécutif interne et un conseil de direction de la Faculté. Les responsabilités comprennent: la création de communautés de lecteurs en langue française et anglaise; la création de liens entre les nombreuses littératures du Canada et ses expressions littéraires de manière novatrice et incisive; la création d'un environnement permettant de lier les universités et les communautés locales, nationales et internationales de lecteurs; le mise en ?uvre et la recherche de financement pour des programmes de recherche conjoints interdépartementaux; le financement du Centre dans le contexte plus large de la campagne de mobilisation de fonds de l'Université. Le salaire sera concurrentiel et proportionnel aux qualifications et au poste désigné. L'Université de l'Alberta offre en plus un généreux ensemble d'avantages sociaux. Les candidats feront parvenir leur curriculum vitae et trois lettres de référence (en français ou en anglais, envoyées directement par les personnes concernées) à: Dr. Bernard Linsky, vice-doyen (Recherche), Faculté des Arts, Président, Comité de sélection du directeur/de la directrice du CLC, 6-33 Humanities Centre, University of Alberta, Edmonton, AB, T6G 2E5. Les candidatures doivent être reçues avant le 15 novembre 2007. Toutes les personnes qualifiées sont invitées à poser leur candidature; néanmoins, priorité sera donnée aux citoyens et citoyennes canadiens et aux résidents et résidentes permanents. La politique d'embauche de l'Université de l'Alberta est fondée sur le mérite. Nous souscrivons au principe d'équité en matière d'emploi. Nous encourageons la diversité et invitons toute personne qualifiée, homme ou femme, y compris les personnes handicapées, les membres de minorités visibles et les Autochtones à soumettre leur candidature.

■ **FRENCH — University of Saskatchewan.** The Department of Languages and Linguistics at the University of Saskatchewan invites applications from candidates in French Studies to undertake the duties of Department Head, effective July 2008. We seek candidates with a well-established research program, successful administrative experience, demonstrated leadership skills, and proven excellence in teaching. The appointment is at the Associate Professor level. Appointment with tenure is possible. For further details, consult our web site at www.usask.ca/languages, or Professor P.M. Bidwell, Acting Head, paul.bidwell@usask.ca. The formal review of applications will begin on 31 December 2007. This position is subject to final budgetary approval.

■ **FRENCH — Memorial University of Newfoundland, Grenfell Campus.** Applications are invited for two full-time appointments in French at the rank of Lecturer, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. The positions are renewable annually and assessment for promotion to a *continuing* Senior Lecturer rank may take place in the fifth year. Area of specialization is open, but special consideration will be given to applicants with demonstrated background and extensive experience in teaching French as a second language. The successful candidate will teach undergraduate language courses at all levels and co-ordinate language course offerings. They will have experience in applying new technologies in language teaching, an excellent teaching dossier, excellent command of French, very good knowledge of English, the ability to take initiative and an aptitude for teamwork. PhD in French as a Second Language, in French Studies or in equivalent (completed as of July 1, 2008) is required. Salary to be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letter may be submitted electronically (preferred) to FrenchSearch@utsc.utoronto.ca or mailed to French Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications: An application must include an up-to-date curriculum vitae, one to two samples of scholarly writing, the academic reference letters, and a letter of application that provides an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position. Application packages should be addressed to: Professor Dorin Ustescu, Chair, Department of French Studies, Glendon College York University, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. Closing Date for complete application packages: December 21, 2007. Please Note: Electronic applications will not be accepted.

■ **FRENCH IMMERSION EDUCATION (ELEMENTARY) — York University.** Applications are invited for a tenure stream position in French Immersion Education (elementary) at the rank of Assistant Professor. The Context: York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of Innovation, with a thriving community of almost 50,000 faculty, staff and students who challenge the ordinary and deliver the unexpected. Glendon College is the bilingual (French-English) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. The Faculty of Education at York offers preservice, professional development, and graduate programmes (MEd and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to educational linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the York's website at www.yorku.ca. The Position: The successful candidate will: teach courses and develop curriculum in undergraduate and graduate education; supervise Masters and Doctoral theses and research papers; supervise undergraduate student teaching; participate in professional development programs; collaborate with colleagues across the University; and, be actively involved in the field of education. The successful candidate must be suitable for prompt appointment at the Faculty of Graduate Studies. The Candidate: Qualified applicants must be fully fluent in both French and English. For the Department of French Studies, candidates should have scholarly expertise and teaching experience in one or more of the following fields: Linguistics and/or Multilingualism in the Teaching of French particularly in an Immersion Environment; Psycholinguistics and multicultural issues pertaining to teaching and learning within French Immersion context; 19th Century French literature. Given Glendon's bilingual mandate, candidates must be able to participate actively in College-wide activities in both French and English. For the Faculty of Education, candidates should have scholarly expertise and teaching experience in French Immersion education. Teaching and learning in elementary schools and/or child development, with a focus on bilingual and multilingual children and their families, would be considered an asset. The successful candidate will have completed a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. The Appointment: Initial salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2008. All positions at York University are subject to budgetary approval. Affirmation Action: York University is an Affirmative Action Employer. The Affirmative Action Policy statement can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. Applications: An application must include an up-to-date curriculum vitae, one to two samples of scholarly writing, the academic reference letters, and a letter of application that provides an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position. Application packages should be addressed to: Professor Dorin Ustescu, Chair, Department of French Studies, Glendon College York University, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. Closing Date for complete application packages: December 21, 2007. Please Note: Electronic applications will not be accepted.

■ **HISTORY — Brandon University.** Brandon University's Geography and History Department invites applications for a tenure-track appointment at the rank of Assistant Professor in Ancient and/or Medieval European History. Applicants should have a PhD, but exceptional ABD candidates will be considered. Applicants should provide evidence of excellence in research and teaching. The successful candidate will teach undergraduate courses in European and World History. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to ChineseSearch@utsc.utoronto.ca or mailed to Chinese History Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

■ **HISTORY (SOUTH ASIAN) — University of Toronto Scarborough.** The Department of Humanities, University of Toronto Scarborough (UTSC), invites applications for a tenure-stream position at the rank of Assistant Professor in South Asian history with a strength in the British Empire, to begin July 1, 2008. Candidates specializing in Imperial history with a strong South Asian component will also be considered. Period and sub-field in South Asian history are open, but special consideration will be given to applicants who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. PhD and clear evidence of excellence in teaching and research are required. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise as a member of the University of Toronto Graduate History Department. The successful candidate will also have the opportunity to engage with collaborative programs such as the tri-campus program in Diaspora and Transnational Studies and the Department of East Asian Studies at St. George campus. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to ChineseSearch@utsc.utoronto.ca or mailed to Chinese History Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

■ **HISTORY (SOUTH ASIAN) — University of Toronto Scarborough.** The Department of Humanities, University of Toronto Scarborough (UTSC), invites applications for a tenure-stream position at the rank of Assistant Professor in South Asian history with a strength in the British Empire, to begin July 1, 2008. Candidates specializing in Imperial history with a strong South Asian component will also be considered. Period and sub-field in South Asian history are open, but special consideration will be given to applicants who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. PhD and clear evidence of excellence in teaching and research are required. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise as a member of the University of Toronto Graduate History Department. The successful candidate will also have the opportunity to engage with collaborative programs such as the tri-campus program in Diaspora and Transnational Studies and the Department of East Asian Studies at St. George campus. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to ChineseSearch@utsc.utoronto.ca or mailed to Chinese History Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

■ **HISTORY — Brandon University.** Brandon University's Geography and History Department invites applications for a tenure-track appointment at the rank of Assistant Professor in Ancient and/or Medieval European History. Applicants should have a PhD, but exceptional ABD candidates will be considered. Applicants should provide evidence of excellence in research and teaching. The successful candidate will teach undergraduate courses in European and World History. Salary will be commensurate with qualifications and experience. The start date for the appointment is 1 August 2008. Deadline for applications is 31 October 2007 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations, and a sample publication to Dr. Reinhold Kramer, Acting Dean of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. Email: historysearch@brandonu.ca. For additional information about Brandon University, please visit the web site at www.brandonu.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Short-listed candidates will be contacted to provide copies of credentials at the time of interview.

■ **HISTORY (AMERICAN) — Wilfrid Laurier University.** The History Department at Wilfrid Laurier University invites applications for a Tenure-Track position in pre-1877 American History at the rank of Assistant Professor beginning July 1, 2008, subject to budgetary approval. Candidates will have completed a PhD — or be near completion — and will be expected to teach the Department's US survey course, 1607-1877, as well as other existing (upper level) undergraduate courses. The successful candidate will be encouraged to develop new courses based on their research specialization. As a founding member of one of Canada's largest graduate programs, the Department also offers the successful applicant the opportunity to teach at the MA and doctoral levels in the Tri-University History Graduate Program and to supervise graduate research. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a teaching dossier, and the names and contact information for three referees to: Professor Joyce Lorimer, Chair, History Department, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5, Canada. Email: jlorimer@wlu.ca. The deadline for applications is November 2. For details on our programs, faculty and activities, please consult the Department of History website: http://www.wlu.ca/arts/history. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Di Oavid Docherty. We thank all applicants, however, only those selected for an interview will be contacted.

■ **HISTORY (CHINESE) — University of Toronto Scarborough.** The Department of Humanities, University of Toronto Scarborough (UTSC), invites applications for a tenure-stream position at the rank of Assistant Professor in Chinese history, to begin July 1, 2008. Period and specialization in Chinese history are open, but special consideration will be given to applicants who also demonstrate an interest in transnational questions. The department particularly encourages applications from scholars

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nary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will also have the opportunity to engage with collaborative programs such as the tri-campus program in Diaspora and Transnational Studies and International Development Studies at UTSC. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise as a member of the University of Toronto graduate History Department. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letter may be submitted electronically (preferred) to SAsianSearch@utsc.utoronto.ca or mailed to South Asian History Search, Department of Humanities, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **HUMANITIES — Simon Fraser University.** The Department of Humanities at Simon Fraser University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1st, 2008 in the area of the Humanities and Science. The successful candidate will have a PhD in a field involving the interdisciplinary study of science and its literature, culture and ideas from the Late Medieval to the Early Modern period and will be engaged in primary research in related fields based on original sources in the original languages. The appointee will be expected to teach survey courses on the great texts of science and western civilization and seminars on more specialized topics (for example, medieval and renaissance optics, European ideas of nature and natural philosophy, science as a Liberal Art, the cosmos in the past), and on individuals (for example, Roger Bacon, Copernicus, Galileo, Darwin), and on periods (for example, Renaissance humanism, later medieval thought). Applicants should forward a curriculum vitae, a statement of interest and three letters of reference by 31 October 2007 to: Stephen Duguid, Chair, Department of Humanities, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. For further information contact: wendy_sloan@sfu.ca or consult the web site of the Department of Humanities (www.sfu.ca/humanities/). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.stu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **HUMANITIES (BUDDHISM) — York University.** The Division of Humanities, Faculty of Arts, York University invites applications for a tenure-stream appointment at the Assistant Professor level in the religion, values and culture of contemporary South Asia or Southeast Asia with a specialization in Buddhism. This appointment is to commence July 1, 2008 and is subject to budgetary approval. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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■ **ISLAMIC STUDIES — York University.** The Division of Humanities, Faculty of Arts, York University invites applications for a tenure-stream appointment at the Assistant Professor level in the field of Islamic Studies. This appointment is to commence July 1, 2008 and is subject to budgetary approval. Candidates should be well grounded in the classical tradition of Islam and the historical development of issues of law, theology and gender as they relate to Islam in a comparative context. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ITALIAN STUDIES — McGill University.** The Department of Italian Studies, McGill University, invites applications for a tenure-track position at the level of Assistant Professor, beginning August 1, 2008. Preferred areas of specialization are Middle Ages and Renaissance; however all strong applications will be considered irrespective of field. Interdisciplinary or comparative research orientation an asset. Applicants must have PhD or equivalent, a clear research agenda, some publications, some teaching experience, and be able to teach a wide range of undergraduate courses in both Italian and English, as well as graduate courses. Must be willing to contribute actively to the administration and to the development of the Department, and to participate in collaborative research projects. Knowledge of French also an asset. At the first stage, applicants are asked to submit only curriculum vitae and cover letter with three letters of reference to: Prof. Lucienne Kroha, Chair, Department of Italian Studies, McGill University, 688 Sherbrooke West, Montreal, Quebec, Canada, H3A 3R1. Applications must be received by November 1, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

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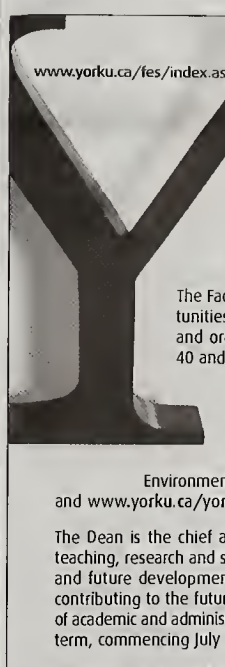
■ **LAW — Carleton University.** The Department of Law, Faculty of Public Affairs, invites applications for two preliminary positions in Legal Studies at the rank of Assistant Professor commencing July 1, 2008. One position is in the area of Criminology, Criminal Law or Criminal Justice and the other position is in the area of International Human Rights and Law. The teaching responsibilities of successful candidates will be in one of these two fields. However, it would also be a benefit for candidates to have a research profile and teaching in one or more of the following departmental areas: Crime, Governance and Security; Globalization, International Law and Transnational Justice; Citizenship, Human Rights and Political Economy; Gender, Sexuality and Identity; Law, Culture and Humanities; Conflict Resolution; and Law and Business. Candidates should hold a doctoral degree in legal studies, law or a related discipline and demonstrate a capacity for theoretically informed interdisciplinary scholarship and teaching. A strong record of publications is desirable and we expect the successful candidate to continue a research program yielding high-quality peer-reviewed publications. The Department of Law is committed to interdisciplinary legal inquiry and is composed of scholars engaged in interdisciplinary teaching and research from a range of disciplines including criminology, history, law, legal anthropology, political economy, political theory, mass communications and sociology. The Department offers a BA in Law, including Concentrations in Business Law and Law, Policy and Government and an M.A. in Legal Studies. It is a participating unit in undergraduate programs in Public Affairs and Policy Management, Human Rights, and Criminology and Criminal Justice. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Applicants are requested, by October 31, 2007, to forward a letter of application, their curriculum vitae, a teaching portfolio or evidence of teaching performance, or a statement of teaching philosophy, and should arrange to have three referees forward supporting letters to: Professor Peter Swan, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; email: pswan@ccs.carleton.ca.

■ **LIBRARY & INFORMATION STUDIES — University of Western Ontario.** The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for one and possibly two full-time, probationary appointments (tenure-track) at the rank of Assistant Professor. The Faculty also invites applications for a limited term appointment at the rank of Lecturer or Assistant Professor. These appointments will commence on July 1, 2008. Successful applicants for each of these positions will be expected to teach in the Master of Library and Information Science and the LIS PhD programs, and to be prepared to contribute to instruction in the Faculty's undergraduate program in Media, Information, and Technoculture. The normal teaching workload in FIMS is four half-courses per academic year. Applicants should have a PhD completed or nearing completion in LIS or a related discipline and have a well defined research agenda. For these positions, we are seeking applicants whose scholarly background, teaching and research expertise falls within the systems/technologies area, with specific expertise in (but not limited to) one or more of the following fields: digital libraries, web technologies, interface design, usability studies, library systems, social software, open source technologies, information systems, information technology management, and/or information architecture. The Faculty of Information and Media Studies is a vibrant, expanding, interdisciplinary Faculty comprised of some 51 full-time faculty members and 22 non-academic staff. It currently offers an undergraduate program in Media, Information and Technoculture (MIT) with an enrolment of more than 1,000 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and PhD in Media Studies. The enrolment in the MLIS program is approximately 260 students, including part-time students; current enrolment in the LIS PhD program is 23. Information about the Faculty and descriptions of its courses are available at http://www.fims.uwo.ca. The Faculty of Information and Media Studies is one of twelve Faculties in The University of Western Ontario, a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by January 15, 2008 to: Dr. Thomas Carmichael, Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7; Phone: (519) 661-3542; Fax: (519) 661-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **LINGUISTICS — McMaster University.** The Department of Linguistics and Languages at McMaster University invites applications for a tenure-track appointment, effective July 1, 2008, at the rank of Associate Professor, or Professor. Preference will be given to applicants qualified to teach in the field of the cognitive science of language broadly defined. The current minimum salary at the rank of Associate Professor is $71,118.00. The Department has launched a successful undergraduate program in Linguistic Cognitive Science, drawing on existing strengths in second language acquisition and bilingualism, cognitive linguistics, clinical sociolinguistics, phonology, computational text analysis and psycholinguistics. We expect that this appointment will help anchor and develop the newly proposed MSc/PhD in the Cognitive Science of Language, an interdisciplinary program which draws faculty from the Faculties of Humanities, Science, Health Science and Engineering, and will help build relationships with the community of clinicians, both in medicine and speech and language pathology. Qualifications should include a PhD. in Linguistics, Cognitive Science or closely related field, demonstrated ability to teach at both the undergraduate and graduate level, and an established record of scholarly research. The successful candidate will normally teach five one-term courses in an academic year and participate in the research and administrative activities of the department. Administrative expertise an asset. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. Candidates are asked to provide the following materials: a letter of application, curriculum vitae, copies of two recent scholarly papers or chapters, three letters of reference, and teaching evaluations. All documentation submitted in support of your application becomes the property of the University and is not returnable. Applications that arrive before November 30, 2007 will receive full consideration. Please submit applications (electronic applications accepted) to: Virginia H. Aksan, Acting Chair, Department of Linguistics & Languages, McMaster University, 1280 Main St. West, Hamilton, Ontario, Canada, L8S 4M2; vaksan@mcmaster.ca.

■ **LINGUISTICS (HINDI) — York University.** The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario invites applications for one tenure-track position in Hindi, at the rank of Assistant Professor in the professional stream to commence July 1, 2008, subject to budgetary approval. Details can be found at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LINGUISTICS (ITALIAN) — University at Toronto.** The Department of Italian Studies at the University of Toronto invites applications for a tenure-track position in the field of Italian linguistics. The appointment will be at the rank of Assistant Professor and



www.yorku.ca/fes/index.asp

Applications and nominations are invited for the position of Dean of the Faculty of Environmental Studies at York University.

Founded in 1959, York is one of Canada's truly remarkable success stories. Known for its pioneering approach to post-secondary education, York is a community of almost 60,000 faculty, staff and students dedicated to pushing the boundaries of knowledge and building their own unique paths to success in their chosen fields.

Dean, Faculty of Environmental Studies

The Faculty of Environmental Studies, established in 1968, provides unsurpassed opportunities for interdisciplinary teaching, learning and research about natural, built, social and organizational environments. It currently has a full-time faculty complement of 40 and a student population of almost 1200, pursuing undergraduate (BES) and graduate (MES and PhD) programs. It offers students the flexibility to pursue their individual learning objectives, as well as opportunities for joint study with other Faculties, including an MES/LLB degree with Osgoode Hall Law School. The Faculty engages in significant outreach and partnership activities, both in local communities and internationally. Further information about the Faculty of Environmental Studies and York University may be found on the web: www.yorku.ca/fes/ and www.yorku.ca/yorkweb/.

The Dean is the chief academic and administrative officer of the Faculty, and leads the Faculty in its teaching, research and service missions, as well as directing the Faculty's budget, general administration and future development. She or he will be an important member of York's senior leadership team, contributing to the future direction of the University. The successful candidate will bring a strong record of academic and administrative experience and leadership to this position. The appointment is for a five-year term, commencing July 1, 2008.

Consideration of candidates will begin on November 1, 2007. Please direct nominations, applications, and expressions of interest, in confidence, to the address shown below.

Janet Wright & Associates Inc., 174 Bedford Road, Suite 200, Toronto, Ontario, M5R 2J9,
Fax: (416) 923-8311, E-mail: yorkudeanfes@jwasearch.com.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

JWA

Janet Wright & Associates Inc.
Executive search for the public and not-for-profit sectors

YORK UNIVERSITÉ UNIVERSITY
redefine THE POSSIBLE.

Vice-President Academic

University of New Brunswick — Fredericton

The University of New Brunswick invites applications and nominations for the position of Vice-President Fredericton (Academic). The appointment, for an initial five-year term, begins July 1, 2008 or as soon thereafter as possible.

The Vice-President Fredericton (Academic) is responsible for academic leadership and for campus specific operations of the Fredericton campus of the University of New Brunswick.

The position has primary responsibility for all campus academic programs offered by 500 full-time faculty members to approximately 7500 full-and part-time undergraduate students, and 900 graduate students through Faculties of Arts, Business Administration, Computer Science, Education, Engineering, Forestry and Environmental Management, Kinesiology, Law, Nursing, and Science. Renaissance College, also located in Fredericton, offers a unique program in interdisciplinary leadership studies. The Vice-President has responsibility for a broad range of academic support services and for leadership and supervision of the Associate Vice-President Academic (Learning Environment), the 11 Deans of Faculty, the Directors of Libraries, the College of Extended Learning, Residential Life and Conference Services, Student Affairs and Services and the Fredericton campus Registrar. The Vice-President also has responsibility for resource planning and budgeting (chairs the campus budget committee), Security and Traffic and ancillary services (e.g. bookstore, athletic centre, Student Union Building).

The Vice-President will report to and work closely with the UNB President, will be a member of the senior administrative team of the University and the Board of Governors, and will serve as Vice-Chair of the Fredericton Senate and chair of a number of Senate Committees. The incumbent plays a major role in the administration of the collective agreement with the faculty association and, in conjunction with the Vice-President (Saint John), has specific responsibility for tenure and promotion assessment of faculty members on both campuses. The University has a record of positive and progressive employment relations with its faculty and support staff.

The successful candidate will have a distinguished academic background, strong leadership qualities, significant administrative experience and accomplishments, a thorough grasp of issues in post-secondary education and the ability to work collegially and communicate effectively with the University community.

Additional information on the University of New Brunswick may be obtained at www.unb.ca.

Consideration of candidates will begin in **November 2007**. Expressions of interest, applications and nominations will be accepted until interviews are completed and should be submitted in confidence to the address below.

UNB
UNIVERSITY OF NEW BRUNSWICK

Mr. Stephen Strople
Secretary of the Search Committee
University of New Brunswick
P.O. Box 4400, Fredericton, NB E3B 5A3
e-mail: sstrople@unb.ca
phone: (506) 453-4613
fax: (506) 447-3402

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

CAREERS CARRIÈRES

will begin on July 1, 2008. Closing date for applications is December 1, 2007. We are seeking an innovative and productive scholar whose major field of research includes the history of the Italian language and Italian dialectology. The successful candidate will teach undergraduate courses in Italian language and linguistics, and graduate courses in historical grammar and dialectology. The Department of Italian Studies has a research-intensive doctoral program, to which the successful candidate will be expected to contribute immediately. Demonstrated excellence in teaching and research are required. Salary will be commensurate with qualifications and experience. Information on the Department of Italian Studies may be obtained at http://www.utoronto.ca/italian/. Applications should include: a cover letter, a curriculum vitae, a sample of academic writing, a teaching portfolio, and a short description of current research plans. Arrangements should be made for the submission of at least three letters of reference. Application packages and letters of references should be sent to: Chair, Italian Search Committee, Appointment in Italian Linguistics, Department of Italian Studies, University of Toronto, 100 St. Joseph Street, Toronto, Ontario, M5S 1J4, Canada. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents of Canada will be given priority. One or more members of the search committee will attend the AATI and MLA meetings and will be available to meet interested individuals

■ **LINGUISTICS (KOREAN) — York University.** The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario invites applications for one tenure-track position in Korean, at the rank of Assistant Professor in the professorial stream to commence July 1, 2008, subject to budgetary approval. Details can be found at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LINGUISTICS (PORTUGUESE) — York University.** The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario invites applications for one tenure-track position in Portuguese, at the rank of Assistant Professor in the professorial stream to commence July 1, 2008, subject to budgetary approval. Details can be found at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LINGUISTICS (SPANISH) — York University.** The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario invites applications for one tenure-track position in Spanish, at the rank of Assistant Professor in the professorial stream to commence July 1, 2008, subject to budgetary approval. Details can be found at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

M

■ **MANAGEMENT — University of British Columbia (Okanagan).** The newly created Faculty of Management seeks up to five (5) tenure track faculty members in a variety of business/management disciplines and interdisciplinary areas to support our research and teaching of both the core management courses and our integrated, niche oriented centres of excellence. Positions are available in Accounting/Finance, Operations/Technology Management, Service/Tourism Management and Organizational Behaviour/HRM/Organizational Development (2). One of the Organizational Behaviour/HRM/Organizational Development positions could be at the Associate Professor level depending upon prior demonstrated research success. For all positions, an interest in cross-disciplinary research and teaching will be critical. A preference will be given for candidates with prior industry experience. All positions require a completed PhD and outstanding research potential. The Faculty has identified three principal areas of concentration for focus, service & tourism, sustainable indigenous development and sustainable entrepreneurship bearing on small business. The concepts of ethical leadership and corporate social responsibility are engrained throughout the degree program and may constitute an additional area of future research expertise. This is a unique and exciting opportunity to be part of the founding faculty and we are seeking candidates who are innovative and integrative in their activities. Candidates will be expected to take an active leadership role in the evolution of both the Faculty's culture and its niche areas of concentration & expertise. Candidates should supply a curriculum vita and the names & addresses of three references. Positions will remain open until filled. Candidate assessment and interviews will begin in October with position start dates of July 1, 2008. All positions are subject to final budgetary approval. Please address all correspondence and inquiries to: Dr. Ian Stuart, Dean, Faculty of Management, UBC Okanagan, 3333 University Way, Kelowna, BC, V1V 1V7; Ian.Stuart@ubc.ca; 250. 807.9656. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

■ **MASS COMMUNICATION — Carleton University.** Carleton University invites applications for a tenure-track position at the rank of Assistant Professor in the Mass Communication Program of the School of Journalism and Communication. The Program offers degrees at undergraduate, master's and doctoral levels, and has a combined enrolment of 900 students. It is a leader in the study of communication and is seeking an individual of exceptional abilities to augment its strengths in teaching and scholarship. The Mass Communication Program has recently undergone a process of curriculum renewal and will be introducing concentrations in Image, Politics and Persuasion; Media Institutions and Industries; and Communication and Diversity. Candidates are expected to demonstrate teaching experience and research expertise in at least two of these three areas. Application packages must include evidence of teaching performance. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. The anticipated starting date of the appointment is July 1, 2008. Applicants should provide detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Karim H. Karim, Chair, Search Committee, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Application packages should be sent in hard copy. Emailed or faxed materials will not be accepted. The closing date for applications is November 16, 2007.

■ **MATHEMATICAL & STATISTICAL SCIENCE — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a Max Wyman Assistant Professorship in Mathematical Biology. This is a three-year fixed-term position. The position offers an excellent research and teaching environment with a reduced teaching load (averaging two one-semester courses per year). A startup research grant is included with the position. We are looking for a person with a PhD, an excellent research record in Mathematical Biology, and strong communication and teaching skills. Candidates are expected to develop an independent research program, and will be eligible to apply for federal research funds. They are expected to participate in graduate training and to be active in the Centre for Mathematical Biology (www.math.ualberta.ca/~mathbio). All aspects of Mathematical Biology will be considered. Current interests within the department include ecology, epidemiology, medicine and physiology. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). Applications should include a curriculum vitae, research and teaching profiles outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable applicant is found. Early applications are encouraged. For more information about the Department and the University of Alberta, please visit the our web page (www.math.ualberta.ca). Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCE — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Biology. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. We seek an individual who will fit into our applied mathematics program (dynamical systems, differential equations, numerical methods, fluid dynamics, and probability), and who complements the Department's existing expertise in the mathematical modeling of cell biology, ecology, epidemiology, and physiology. Candidates must have a PhD degree in Mathematics or cognate discipline, an excellent research record in Mathematical Biology, strong communication and teaching skills, and leadership potential. Postdoctoral experience is an asset. The successful candidate will develop an independent research program, supervise graduate students, and teach at both the graduate and undergraduate levels. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCE — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Algebraic Geometry. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. Candidates must hold a PhD degree. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Representation Theory. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. Candidates must hold a PhD degree. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Partial Differential Equations. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. Candidates must hold a PhD degree. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Biology. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. We seek an individual who will fit into our applied mathematics program (dynamical systems, differential equations, numerical methods, fluid dynamics, and probability), and who complements the Department's existing expertise in the mathematical modeling of cell biology, ecology, epidemiology, and physiology. Candidates must have a PhD degree in Mathematics or cognate discipline, an excellent research record in Mathematical Biology, strong communication and teaching skills, and leadership potential. Postdoctoral experience is an asset. The successful candidate will develop an independent research program, supervise graduate students, and teach at both the graduate and undergraduate levels. We offer an excellent research environment with a reduced teaching load of three courses per year. For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Candidates have the opportunity to join the Centre for Mathematical Biology and participate in its activities. For more information about the Centre for Mathematical Biology, see www.math.ualberta.ca/~mathbio. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Athabasca University
Canada's Open University

Specializing in distance and on-line education, Athabasca University offers university education to approximately 37,200 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide.

Assistant/Associate Professor, Legal Studies, Centre for State and Legal Studies

The Centre for State and Legal Studies, Athabasca University, invites applications for a tenure track faculty position at the Assistant or Associate *level. The Assistent/Associate Professor,* Legal Studies, will be part of a team advancing undergraduate legal studies education in a distributed learning environment and developing course meteriels and programs for national and global delivery. The ability to collaborate with a team in the development of e comprehensive legal studies progrom is necessary.

The successful condidate must et a minimum possess, or be near completion of, an LL.M. All educational credentiels must be recognized in Canede. The successful candidate must: be an effective communicator; have a commitment to teaching; demonstrate an interest in the revision and development of course materials for an electronic environment; and, demonstrate evidence of independent research end writing skills and other scholarly pursuits. Areas of specialization are open; however, applicents should address their erees of course specialization and preferred erees of course development and research in their cover letter Condidates possessing previous teaching experience at the undergreduate level, experience teaching at a distence, and previous practice experience es e berrister and solicitor are likely to be competitive in this process, but we also encourage those without these assets to apply.

This distributed education faculty position will be located either in Athebasca or at e home-based office in Alberta As such, candidates must be competent in the use of computing technology and heve an enthusiasm for learning about emergent technologies, particularly relating to learning management systems.

Please refer to the full job profile on our Web site at:
www1.athebasceu.ce/hr/careers

This is an AUFA tenure treck appointment. Salery is commensurate with quelifications end experience (in the $59,365.00 - $100,326.00 salery renge), supplemented by a generous benefits packege that includes annuel reseerch end study leeve.

Further information about this posstion mey be obtained from **Prof. Dele Dewhurst** et: **1-800-785-9346 (within Canade & USA); 780-424-1486 (Edmonton aree or outside Canede & USA);** or vie e-meil et: **daled@athebasceu.ca**

All qualified candidates ere encouraged to epply; however, Canadians and Permenent Residents will be given priority.

Applicents should forward a letter of epplication, a resume and the names end eddresses of three references by **October 26, 2007,** quoting **Competition #CAUT-AAPLS-0814** Applications should be e-mailed to the **Human Resources Advisor, Humen Resources,** at **resume@athebescau.ca**

Athebasca University develops and meintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

UNIVERSITY of TORONTO

Academic Tenure Track Positions

Mechatronics and
Alternative /Sustainable Energy

The Department of Mechanical & Industrial Engineering currently invites applications for academic tenure track positions at the rank of Assistant or Associate Professor in the areas of Mechatronics, and Alternative/Sustainable Energy

Applicants should have a minimum of 1-5 years of postdoctoral experience, featuring both theoretical work and practical application. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications and effective teaching ability.

The Department encourages applications that support one of the key focal points of our Strategic Plan: manufacturing, alternative energy systems and biomedical engineering. The candidates should also have an undergraduate degree in engineering and be eligible for registration as a Professional Engineer.

Duties will include undergraduate and graduate teaching, research and departmental service.

Salary is commensurate with qualifications.

Start date is approximately July 1, 2008.

Applicants should include in their responses: a detailed curriculum vitae (please include gender and country of citizenship/permanent residency); a clear statement of specific teaching and research interests; and the names of three persons able to provide references in support of their application.

The closing date for all applications to be received is **November 30, 2007.**

For more information, please visit:
http://www.mie.utoronto.ca

Letters of application should be addressed to:
Chair, Department of Mechanical & Industrial Engineering
University of Toronto
5 King's College Road
Toronto, ON M5S 3G8

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Geometric Functional Analysis. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. Candidates must hold a PhD degree. We offer an excellent research environment with a normal teaching load of three courses per year. A fit with some of the existing research being presently conducted in the Department is an asset. For more information about the Department, please visit our website at http://www .math.ualberta.ca/. We are looking for specialists in any of the areas of geometric functional analysis including asymptotic theory of normed spaces and high-dimensional convex geometry, related probabilistic methods, geometric inequalities and concentration inequalities, and related discrete mathematics aspects. Current research strengths in the analysis group of the Department include asymptotic geometric analysis, abstract harmonic analysis, Banach spaces, Banach algebras and Banach lattices, operator theory, approximation theory, Fourier and wavelet analysis. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Finance. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. Candidates must hold a PhD degree. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at http://www.math.ualberta.ca/. Applications should include a curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference. The closing date for applications is November 16, 2007, or until a suitable candidate is found. Early applications are encouraged. Interested applicants may apply to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1; E-mail: chairsec@math.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICS & STATISTICS — University of New Brunswick.** The Department of Mathematics and Statistics at the University of New Brunswick invites applications for a tenure track Assistant Professor position (starting July 1, 2008) in theoretical or applied statistics. Candidates should have a PhD in statistics or in a related discipline, a demonstrated potential for excellence in research and a strong commitment to excellence in teaching. The Department seeks candidates either to enhance or to complement current areas of expertise, which include spatial statistics and longitudinal analysis. Outstanding candidates with expertise in related fields (including, but not limited to, probability theory, actuarial science, or operations research) will also be considered. An interest in statistical consulting would be an asset. Applications should include full curriculum vitae and applicants should ask three or more referees to send letters of reference to the address below. The names and addresses (including telephone and fax numbers and e-mail addresses) should be listed in the application. Applications should be sent to: Dr. Vigar Hussain, Chair, Department of Mathematics & Statistics, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3; e-mail: mpt@math.unb.ca; Fax: 506-453-4705. The deadline for receipt of applications is Friday, November 16, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. This position is subject to budgetary approval.

■ **MATHEMATICS & STATISTICS (APPLIED ANALYSIS) — Carleton University.** The School of Mathematics and Statistics invites applications for a tenure-track faculty position at the rank of Assistant Professor in Applied Analysis, starting July 1, 2008. Applicants should have a PhD in Mathematics or related areas, and a strong commitment to excellence in research and teaching. The School is particularly interested in candidates who are active in the areas of Numerical Analysis and/or Applied Differential Equations. The successful candidate will be expected to develop e strong externally-funded research program, supervise students, and about the Carlton University and the School please consult www.math.carleton.ca. Applications (hard copies only) including curriculum vitae, three letters of reference (at least one of these letters should address the applicant's teaching), up to four sample publications, and a teaching dossier, should be sent to: Dr. P.J. Farrell, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6; email: ms-std@math.carleton.ca. Consideration of applications will begin on December 1, 2007 and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **MECHANICAL & AEROSPACE ENGINEERING (ASTRONAUTICS & SPACE TECHNOLOGY) — Carleton University.** Department of Mechanical and Aerospace Engineering invites applications for a tenure-track position at the Assistant Professor level, with an anticipated start date in 2008. The ideal candidate will have expertise related to astronautics and space technology. Applicants must have a PhD and a commitment to teaching, research, and the engineering profession. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and develop a vigorous, externally funded research program. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. The Department offers degrees at the Bachelor's, Master's, and PhD levels in both Mechanical and Aerospace Engineering, as well as Master's degrees in Materials and Biomedical Engineering. There are excellent opportunities for research collaboration with industry and government institutes and laboratories. Information on the Department is available at www.mae.carleton.ca. Applications, with curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; Telephone: (613) 520-5684; Fax: (613) 520-5715, Email: jbeddoes@mae.carleton.ca. Applications will be accepted until December 1, 2007 or until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **MECHANICAL & MANUFACTURING ENGINEERING — University of Manitoba.** A tenure-track faculty position at the Assistant Professor level is available in the area of Solid Mechanics in the Department of Mechanical and Manufacturing Engineering at the University of Manitoba. The successful candidate will demonstrate potential and a strong academic record in one or more of the following fields: solid mechanics, dynamics and vibrations, biomechanics, machine design, stress analysis and aerospace structures. Preference will be given to candidates with experimental experience. The starting date for this position is July 2008. Salary will be commensurate with qualifications and experience. Candidates must have a PhD degree in a field related to the required areas of specialization. The duties of the successful candidate will include undergraduate and graduate teaching, supervision of graduate students and the development of an active, externally-funded research program. The ability to interact with Manitoba and Canadian industries would be an asset. As a condition of employment, the successful candidate will be expected to apply with the Association of Professional Engineers and Geoscientists of Manitoba (APEGM) within one year of the start date. The Department of Mechanical and Manufacturing Engineering is responsible for two accredited undergraduate programs (Mechanical Engineering and Manufacturing Engineering) and an option in Aerospace Engineering. The Department is very active in graduate teaching and research at the M.Eng., MSc and PhD levels Currently there is one Tier 1 Canada Research Chair in Aerospace Materials. The Department presently has 25 academic staff, 14 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 110 graduate students and 300 undergraduate students. Additional information on the Department can be found at our website http://www.umanitoba.ca/faculties/engineering/mech_and_ind/. Winnipeg is a mature city of some 700,000 people with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. Additional information can be found at: http://www.city.winnipeg.mb.ca/ and http://www.gov.mb.ca/. The review of applications will begin in January 2008 and will continue until the position is filled. Applications should quote Search #04344 and include a curriculum vitae, a one-page statement of research and teaching goals as well as contact information for at least three referees. Please submit all materials to: Professor D. Kuhn, Chair of the Search Committee, Department of Mechanical & Manufacturing Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6; www.umanitoba.ca. All e-mail enquiries should be sent to nabess@cc.umanitoba.ca to the attention of Prof. D. Kuhn. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Privacy of Protection Act (Manitoba). The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position in Mechatronics at the Assistant Professor level. The starting date will be July 2008, or as soon as possible thereafter. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. Entry into the Mechatronics Option within Mechanical Engineering is particularly competitive, which ensures an exceptional pool of students in the Option. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in any area in which expertise in both Mechanical Engineering and Electrical Engineering is critical. Such areas include, but are not limited to, mechatronic design, instrumentation including sensors, actuators and control hardware; digital electronics, robotics, embedded systems and computer architecture, micro-electromechanical systems, rapid prototyping, signal processing for mechanical/biomedical engineering, and precision and optical engineering. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a curriculum vitae (indicate country of citizenship), a statement (1-2 pages) of research and teaching interests and experience, and names and addresses (fax/e-mail included) of four referees to: Professor Sheldon Green, P.Eng., Head,Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, V6T 1Z4, Canada. The closing date for applications is November 15, 2007. Please do not forward applications by e-mail.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the planned Masters of Engineering Certificate program in green energy. The research field is flexible; areas of interest for this position include, but not limited to, energy system analysis and design, energy impact assessment, renewable energy, advanced energy technologies, energy storage, pollutant emission reduction and abatement, etc. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: mechair@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca.

■ **MECHANICAL & MECHATRONICS ENGINEERING (FLUID MECHANICS) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Fluid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. Applicants with a strong background in either computational or experimental fluid dynamics are encouraged to apply. Our current research in Fluid Mechanics focuses on fundamental and applied problems relating to complex turbulent shear flows, micro-scale flows, environmental flows and reacting turbulent flows. These are studied using a combination of advanced experimental techniques and computational fluid dynamics. Applicants with expertise in complementary or new areas will also be considered. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351. Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351. Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within

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DALHOUSIE UNIVERSITY
Inspiring Minds

School of Physiotherapy Faculty Position

The School of Physiotherapy at Dalhousie University invites applications for a full-time probationary tenure track appointment at the Assistant Professor rank effective July 1, 2008. Preference will be given to applicants with research interests, and recent clinical and/or teaching experience in the areas of Neurotherapeutics or Musculoskeletal / Exercise Science.

A completed Ph.D. degree is required, as is a record of research, teaching and professional activities that demonstrates clear promise of future academic and professional accomplishment

The successful candidate will understand the issues facing physiotherapy practice and will be committed to excellence in education and research. The successful candidate will join faculty committed to the strategic goals and ongoing development of the School. Opportunities exist to teach and mentor students in the professional and thesis-based graduate programs and to participate in dynamic collaborative research.

Dalhousie's School of Physiotherapy is one of 9 units within the Faculty of Health Professions which is committed to supporting enhanced interprofessional learning and interdisciplinary research opportunities for students and faculty. The School offers an entry-level MSc (PT) program as well as a thesis-based MSc research program, both with regional, national and international linkages. Faculty are also eligible to supervise students in the Interdisciplinary Ph.D. program.

Halifax is a small, international, historic city located on the Atlantic Ocean, with substantial lifestyle advantages related to music, theatre, festivals, ocean beaches, hiking, camping, fishing and whale watching.

Interested applicants are asked to submit a letter of interest, curriculum vitae, and an outline of research directions and teaching focus. Applicants must also arrange to have letters from at least three academic/professional referees sent directly to the Director, School of Physiotherapy, Dalhousie University, Halifax, Nova Scotia CANADA B3H 3J5. [Ph: (902) 494-2629; FAX (902) 494-1941; e-mail. physiotherapy@dal.ca.

Consideration of applications will continue until November 30, 2007 or until the position is filled.

This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Ontario Institute for Studies in Education University of Toronto (OISE)

Applications are invited for four tenure-stream positions at OISE. Each position is located in one of OISE's five academic departments. All appointments are at the rank of Assistant Professor unless otherwise noted. Salary will be commensurate with qualifications and expenence. The appointments will commence July 1, 2008.

Successful candidates for all positions will possess a doctoral degree, a well-developed program of research and publication, and the ability to make a strong contnibution to teaching. Responsibilities of the positions will include, as appropriate: conducting research; teaching and thesis supervision of master's and doctoral students; and teaching in the teacher education program.

For more information about OISE, its departments, and further details of these positions, please visit the OISE website at http://www.oise.utoronto.ca

Anti-racist and Feminist Studies in Globalization and Education

We seek candidates with expertise in anti-racist and feminist theory of education, with a specialization in studies of globalization, transnationalism, migration and immigration. (Department of Sociology and Equity Studies in Education, Professor Kari Dehli, Chair)

Counselling Psychology

We seek candidates with a background in psychological assessment. Clinical experience with the assessment of adu!ts, particularly with learning disabilities, is highly desirable. (Department of Adult Education and Counselling Psychology, Professor Marilyn Laiken, Chair)

Second Language Education

We seek candidates with expertise in the field of second language education with a particular focus on teaching French and international languages. Possible areas of research specialization include: classroom pedagogy, curnculum development, teacher development, multiliteracies, and/or communication technologies. (Department of Curriculum, Teaching and Learning, Professor Dennis Thiessen, Chair)

Science Education

We seek candidates at the rank of Associate Professor or Professor in the field of science education with expertise in teacher learning, teacher leadership, and curnculum integration. (Department of Curriculum, Teaching and Learning, Professor Dennis Thiessen, Chair)

Applications, which must include an up-to-date curnculum vitae, should be submitted by November 15, 2007, to the Chair of the respective department, and applicants should also ask three referees to write letters directly to the Chair by the same date. All departments are located at OISE, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minonty group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contnbute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given pnonty.

CAREERS CARRIÈRES

three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — University of Toronto.** The Department of Mechanical & Industrial Engineering at the University of Toronto invites applications for a full-time position as Lecturer or Senior Lecturer in the field of Mechanical Engineering. An Applicant must have a minimum of a Bachelor's degree in Engineering from an accredited university, and be fully licensed as a professional engineer in the Province of Ontario. Some industrial experience, particularly in areas related to engineering design or manufacturing, would be a significant asset. An Applicant must have a proven track record of teaching engineering students, and outstanding communication skills. Salary is commensurate with qualifications. Start date is approximately July 1, 2008. Applications should include: a detailed curriculum vitae (please include gender and country of citizenship/permanent resident); a clear statement of specific teaching interests and strategies; statistical summaries of student evaluations from recent classes taught by the applicant; and the names of three persons able to provide references. Applications may also include copies of teaching materials prepared by the applicant for past courses. Applications should be addressed to: Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications is November 30, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia is seeking to nominate at least one woman and/or Aboriginal candidate for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA) in the Fall 2008 competition. The University Faculty Award was created by the Natural Science and Engineering Research Council to encourage Canadian universities to appoint very promising women and/or Aboriginal researchers to tenure-track positions in science and engineering. The nominee will hold a PhD degree or equivalent in Mechanical Engineering, Electrical Engineering, or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and with an outstanding research record in areas related to applied mechanics or mechatronics. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. In accordance with the NSERC regulations for the awards, an applicant must be female and/or Aboriginal and must be a Canadian citizen or a permanent resident of Canada. Further information on the UFA Program is available at www.nserc.ca. The position is subject to final budgetary approval by the University and NSERC. Applicants should submit a curriculum vitae, a statement (1-2 pages) of research and teaching interests and experience, and names and addresses (fax/e-mail included) of four referees to: Professor Sheldon Green, P. Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is November 15, 2007. Please do not forward applications by e-mail.

■ **MEDICAL GENETICS — University of Alberta.** The Department of Medical Genetics at the University of Alberta invites applications for a Clinical Geneticist to join the Medical Genetics Clinic. The Clinical Geneticist will be responsible for providing clinical genetic services to patients with genetic diseases in Northern Alberta. The Medical Genetics Clinic, located at the University of Alberta/Stollery Children's Hospital, provides a wide range of genetic services to the population of Northern Alberta with significant strengths in dysmorphology, familial cancers, prenatal diagnosis, as well as in the diagnosis and management of inborn errors of metabolism. This provincially funded service is staffed by four full-time academic Clinical Geneticists from the Department of Medical Genetics as well as certified Genetic Counsellors. The program has an active outreach program that provides on-site consultative services in Fort McMurray and Grand Prairie as well as a broad provision of services to numerous other sites via telegenetics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. Applicants should have specialty training in Medical Genetics with a significant research interest. Areas of interest in the Department include human molecular genetics and molecular biology related to inherited disease, relevant animal models, the study of chromosomal structure, complex traits, membrane transport, ocular disease, and developmental pathways. Training in the area of metabolic disease and/or prenatal diagnosis would be an asset. This contingent faculty position has a competitive salary, commensurate with qualifications and experience, and a comprehensive benefits program. Applicants must have an MD or MD/PhD, CCMG certified/eligible and FRCP(C) or equivalent, and be eligible for a license to practice medicine in Alberta. Further details regarding department information is available at: www.medicalgenetics.med.ualberta.ca Interested applicants are invited to submit an up-to-date curriculum vitae along with the names of three referees. The competition will remain open until the position is filled. Interested applicants may apply to: Dr. Michael Walter, Professor and Chair, Department of Medical Genetics, 8-39 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MEDIEVAL FRENCH LANGUAGE & LITERATURE — University of Toronto.** The University of Toronto invites applications for a tenure track position in French commencing July 1, 2008. The Department of French is seeking applications in the area of Medieval French Language and Literature. An interest in Romance Philology would be an asset. Duties will include teaching at both the Graduate and Undergraduate levels. Salary will be commensurate with qualifications and experience. Applicants must have a PhD in French Studies or a closely related discipline with specialization in Medieval Studies and an excellent record of scholarly research and publication in this field. Applicants must also have a strong teaching record and native or near-native fluency in the French language, as well as a working knowledge of English. Applicants should ask three referees to send a letter of recommendation under separate cover to the address below. These letters must be received by the deadline for receipt of applications. Applicants should also send their curriculum vitae, a teaching dossier, a copy of recent publications, and a statement outlining current and future research interests to: Professor Parth Bhatt, Chair, Department of French, University of Toronto, 50 St Joseph Street, Toronto, Ontario, Canada, M5S 1J4. The closing date for receipt of applications is November 16th 2007. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We offer opportunities to work in a range of collaborative Programs including Aboriginal, Book History and Print Culture, Book and Media Studies, Canadian, African, Caribbean, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MUSIC — University of Windsor.** The University of Windsor School of Music invites applications for a tenure-track position in Music at the rank of Assistant Professor commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sandra Curtis, Director, School of Music, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000 ex. 2796; Fax: (519) 971-3614; e-mail: scurtis@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanoelectronics. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinator, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; e-mail: nefacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

O

■ **OPTOMETRY (OCULAR DISEASE) — University of Waterloo.** The University of Waterloo School of Optometry is seeking qualified applicants for a full-time position in the faculty category of clinical lecturer. The range of duties would include intern supervision, didactic and clinical laboratory teaching, and direct patient care. The successful candidate will have completed an accredited residency (or equivalent) in ocular disease. Preference will be given to candidates with additional practice experience in a disease management-intensive environment. Successful completion of the Canadien Examens in Optometry examination is preferred but not required. Strong interest in clinical education and direct patient care essential. Applicants would ideally be able to take up the position April 1, 2008 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fredde, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Evaluation of candidates will continue until the position is filled. www.optometry.uwaterloo.ca. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **OPTOMETRY (PAEDIATRICS) — University of Waterloo.** Applications are being accepted for a full-time, five-year definite term clinical lecturer at the School of Optometry, University of Waterloo. Applicants must be eligible for optometric licensure in Ontario and be appropriately trained in the use of ocular therapeutics. Preference will be given to applicants who have advanced optometric qualifications (residency or equivalent) and an interest and experience in the area of paediatrics. The successful candidate will develop and participate in both internal and external paediatric programs. Applicants would ideally be able to take up the position April 1, 2008 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fredde, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Evaluation of candidates will continue until the position is filled. www.optometry.uwaterloo.ca. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR & INDUSTRIAL RELATIONS — York University.** York University's Schulich School of Business is seeking applicants for a tenure-stream position at the Associate Professor level, effective July 1, 2008. Individuals with the requisite experience for a Senior Assistant Professor level will also be considered. See our ad in this issue's Careers section.

P

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmacoinformatics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (PHARMACEUTICAL SCIENCES) — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and bioinformatics. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property poli-

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term and Tenure-Track Positions
In the Departments of Anthropology, Economics, English, Journalism, Justice Studies, Religious Studies, and Sociology

FACULTY OF BUSINESS ADMINISTRATION
Tenure-Track Position
In the area of Accounting and/or Tax Accounting

FACULTY OF EDUCATION
Term and Tenure-Track Positions
In the areas of Early Childhood Education, Core Studies (foundational, administrative and professional studies), and Cross-Cultural and Anti-Racist Education

FACULTY OF ENGINEERING
Tenure-Track Positions
In the areas of Industrial & Petroleum Systems Engineering

FACULTY OF FINE ARTS
Tenure-Track Position
In the Department of Music

For detailed descriptions on these positions, please visit
www.uregina.ca/hr/recruitment.html

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

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SFU SIMON FRASER UNIVERSITY THINKING OF THE WORLD

Dean, Faculty of Education

Simon Fraser University (SFU) invites applications and nominations for appointment as Dean, Faculty of Education for a term of five years commencing September 1, 2008.

The Faculty of Education at SFU is a global education leader engaged in research and scholarly inquiry, committed to advancing knowledge, and dedicated to improving the practice of teaching and the learning experience. The Faculty of Education is a non-departmental unit with undergraduate, graduate, teacher education, in-service/field programs and international programs. The Faculty has 60 full-time faculty members, 50 short-term faculty members, 70 support staff members, 1,970 FTE undergraduate students, and 1,030 FTE graduate students.

Simon Fraser University is one of Canada's leading comprehensive universities, and seeks a Dean of Education committed to building on the University's solid foundation of excellence in research, teaching and community service. The Dean of Education is a member of the senior administration of the University sharing responsibility with the President, six Vice-Presidents, and seven fellow deans for the overall management of the institution.

The Dean should be an experienced and dynamic leader, respected in the academic and professional fields of education, with recognized personal integrity, a strong administrative background, community building expertise, and the ability to articulate a compelling, collective vision. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service to educational communities, and to make a significant contribution to the governance of the University. A demonstrated record of scholarly accomplishment consistent with appointment to full professor at SFU is required.

To explore this opportunity further, please contact Lara Truderung, Brent Cameron or Caroline Jellinck at (604) 685-0261 or email at lara.truderung@rayberndtson.ca To be considered for this position please submit your resume and related information online at www.rayberndtson.ca/en/careers/6653

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and Permanent Residents will be given priority.

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CAREERS CARRIÈRES

cy of the University, which vests the rights with the Inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY — University of Waterloo.** The Department of Philosophy at the University of Waterloo invites applications for a tenure track position at the rank of Assistant Professor. AOS should include Philosophy of Mind. Applicants are expected to have a completed PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The position will commence on September 1, 2008. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department is 2/2. The closing date for applications is November 30, 2007. Candidates for Assistant Professor should send a curriculum vitae, three confidential letters of recommendation, and a writing sample to Professor Tim Kenyon, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, N2L 3G1; Fax: (519) 746-3097. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further enquiries, call 519-888-4567, Ext. 32245; (e-mail: tkenyon@watarts.uwaterloo.ca).

■ **PHILOSOPHY — McGill University.** McGill University, Montreal, QC, Canada. Assistant Professor, tenure track, beginning August 1, 2008. AOS: One or more of the following (or closely-related) areas of Analytic Philosophy: Philosophy of Language, Philosophy of Mind, Metaphysics, Epistemology. Candidates working in or with a broad knowledge across more than one of these areas are especially welcome. Ability to teach logic to the intermediate level would be an asset. Candidates must demonstrate excellence in research and teaching, possess broad philosophical interests, and be able to interact with colleagues in a variety of areas in philosophy. Teaching load: Four (undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision. Usual administrative responsibilities. PhD is expected by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, publications or a representative sample of written work, and three letters of reference. The deadline for receipt of complete applications is November 8, 2007. Address: Search Committee (Analytic), Dept of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada, H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that materials cannot be returned. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is an asset.

■ **PHILOSOPHY — University of New Brunswick.** The University of New Brunswick, Department of Philosophy, Fredericton, invites applications for a tenure-stream position at the rank of Assistant Professor. The appointment, which is subject to final budgetary approval, will take effect July 1, 2008. Qualifications required are a PhD with an AOS in epistemology and metaphysics and an AOC in ethical theory. The successful candidate will be expected to teach in these areas from the perspective of their development in the history of western philosophical thought. Evidence of effective teaching will also be taken into account in evaluating candidates. Applicants should send a curriculum vitae, three confidential letters of reference including contact information (phone number and email address), and a letter of application outlining their teaching philosophy to: Dr. Daniel Ahern, Acting Chair, Department of Philosophy, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. The deadline for receipt of applications is November 16th, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

■ **PHILOSOPHY (EPISTEMOLOGY) — University of Western Ontario.** The Department of Philosophy invites applications for one probationary (i.e., tenure-track) faculty position at the rank of Assistant Professor to begin July 1, 2008. AOS: Philosophy of Mind or Philosophy of Language; AOC: Epistemology. Candidates are required to hold a PhD at the time of appointment; they should show promise of research excellence, as well as having experience in, and enthusiasm for, teaching. Please send CV, teaching dossier, writing sample, and three letters of reference to Professor John Thorp, Acting Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; Fax (519) 661-3922. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSOPHY OF SCIENCE — University of Western Ontario.** The Department of Philosophy invites applications in Philosophy of Science. Depending on retirements, the Department will be hiring as many as four philosophers of science over the next four years. In addition to the physical, biological, cognitive, and social sciences, we are also interested in candidates in logic and the foundations of mathematics. Although we intend to maintain our traditional areas of expertise, we are particularly interested in building strength in philosophy of biology. While these positions are likely to be filled at the rank of assistant professor, we are open to exceptional applications from more senior scholars. PhD and experience in teaching and research are required. Please send CV, teaching dossier, writing sample, and three letters of reference to Professor John Thorp, Acting Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; Fax (519) 661-3922. To be considered for a start date of July 1, 2008, applications must be received by November 16, 2007. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHDNDLOGIST — Simon Fraser University.** The Department of Linguistics at Simon Fraser University is accepting applications for a tenure-track position starting September 1, 2008. The appointment will be made at the Assistant Professor rank. This position is subject to approval by the University Board of Governors and full budgetary authorization. The successful applicant will bring a specialization in theoretical phonology. The individual will teach phonology at both undergraduate and graduate levels, as well as courses in general linguistics, and is expected to undertake graduate student supervision. Candidates should hold a PhD in linguistics with specialization in phonology and be able to demonstrate teaching ability. Interested persons are invited to send a letter of application, curriculum vitae, sample publications and the names and addresses of at least three referees by October 31, 2007 to: Dr. Zita McRobbie, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr, Burnaby, BC, Canada, V5A 1S6; Phone: (778) 782-3554; Fax: (778) 782-5659; e-mail: mcrobbie@sfu.ca. Information about the Department of Linguistics can be found at http://www.sfu.ca/linguistics. Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nation peoples. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.stu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **PHYSICAL THERAPY — University of Alberta.** Applications are invited for a tenure track position in the Department of Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in Aging. As a Department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MScPT program that integrates strong clinical and evidence based practice skills. The Department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of sixteen full-time faculty members. Within the Faculty there are interdisciplinary research groups focused on common spinal disorders, movement disorders and rehabilitation, child development and aging. Opportunities for research collaboration are also available on campus with the Alberta Centre on Aging, the University Centre for Neuroscience, the Institute of Health Economics, the Alberta Heart Institute, the Alberta Provincial CIHR Training Program in Bone and Joint Health, the Centre for Health Promotion Studies, the Community University Partnership for the Study of Children Youth and Families and the Health Care Quality Outcomes Research Cluster. Close working relationships also exist with the Glenrose Rehabilitation Hospital and other community-based physical therapy programs. Qualified candidates will possess a doctoral degree in health sciences, social sciences or related disciplines, have a strong research background and the potential to establish an independent research program. A background in physical therapy is preferred. Evidence of successful grant applications will be advantageous. Responsibilities will include teaching at the graduate level and maintaining an active research program. For details about the positions or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Tel (780) 492-2689. Website: http://www.ualweb.ualberta.ca/rehabmed/PhysicalTherapy.cfm Rank and salary will be commensurate with qualifications at the Assistant Professor level. The position is available January 1, 2008. Interested applicants should send a curriculum vitae, a statement of teaching and research interests and the names of three (3) references. Interested applicants may apply to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Phone: (780) 492-5991; Fax Number: (780) 492-1626; Email: al.cook@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY (CHAIR) — University of Waterloo.** The Department of Physics & Astronomy at the University of Waterloo, Canada, invites nominations and applications for the position of Chair of the Department. Candidates are expected to have a distinguished record of teaching, research and demonstrated ability in leadership and administration. They should also be eligible for a faculty position, normally at the level of full professor. The successful candidate will set the academic tone for the Department, be responsible for the relationship between the Department and the broader academic community, and play a leading role in the academic planning and management process within the Faculty of Science. The Department has more than 50 full-time members of faculty and staff, 110 graduate students and post-doctoral fellows and 200 honours undergraduate physics & astronomy students. Undergraduate studies are available in both a Co-operative Education and Regular format. The Department has close ties to both the Institute for Quantum Computing and the Perimeter Institute. The Department is research active and attracts outstanding Canadian and international applicants to its graduate program. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto. Applications and nominations should include a detailed resume, the names and contact information for three individuals willing to provide references, and a statement of capabilities and qualification. For full consideration, applications should be received prior to October 15, 2007. Send applications or nominations to: Professor Terry McMahon, Dean, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 888-4591; Fax: (519) 746-2543; e-mail: deanoffice@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **PHYSICS & ASTRONOMY (QUANTUM COMPUTING) — University of Waterloo.** Applications are being invited for one or more tenure-track faculty positions in the Institute for Quantum Computing (IQC) with the Department of Physics & Astronomy. The search is focused on experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists will also be considered). The candidate will hold a position in the department and be cross appointed to IQC, leading to teaching reduction and a stipend. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes 14 faculty in quantum information from the Faculties of Engineering, Mathematics and Science. The Physics department, http://www.physics.uwaterloo.ca/index.html, is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics, and quantum information. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Interested individuals should send a curriculum vitae, selected reprints/preprints and the names of three references to the Chair of the hiring committee: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 888-4021; Fax: (519) 888-7610; E-mail: laflamme@iqc.ca. The deadline for receiving applications is 15 December 2007 (late applications may be considered if any positions remain unfilled).

■ **PLANNING — University of British Columbia.** The University of British Columbia's School of Community & Regional Planning invites applications for a tenure-track Assistant Professorship in Community & Regional Planning. The starting date for this position is

DALHOUSIE UNIVERSITY
Inspiring Minds

Faculty of Law
Intellectual Property Law

The Faculty of Law, Dalhousie University, invites applications for one probationary tenure-track or tenure-track appointment at the rank of Assistant, Associate or Full Professor, to commence July 1, 2008. This appointment is subject to budgetary approval. Applications may also be considered for term appointments which may become available.

This appointment is directed to scholars with a demonstrated interest and strength in intellectual property law. The ability to teach and research in additional areas of law of interest to the Faculty will also be considered. The successful candidate will also be expected to contribute to the activities of the Faculty's Law and Technology Institute, which has an established record of research in the various intersections of intellectual property and law and technology. A suitable candidate will hold an LL.B. degree (or equivalent) and a relevant graduate degree.

The closing date for application is November 26, 2007.

Applications, including a resume, a statement of teaching and research interest areas and philosophy, university transcripts and the names of three referees, at least two of whom must be academic referees, should be forwarded to:

Dean Phillip Saunders
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel: (902) 494-2114; Fax: (902) 494-1316
OR
Applications may be made by e-mail, address to: lawdean@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women

http://law.dal.ca

www.yorku.ca/foe/

Applications and nominations are invited for the position of Dean of the Faculty of Education at York University.

Founded in 1959, York is one of Canada's truly remarkable success stories. Known for its pioneering approach to post-secondary education, York is a community of almost 60,000 faculty, staff and students dedicated to pushing the boundaries of knowledge and building their own unique paths to success in their chosen fields.

Dean, Faculty of Education

The innovative Faculty of Education offers pre-service, professional development and graduate programs. It values collaboration, interdisciplinarity, and community-based education. Faculty members work in cross-disciplinary teams with colleagues from other academic departments and with faculty members seconded from school boards. The Faculty is key to the success of the University, as it is to the success of the broader community in the Greater Toronto Area. The Faculty is home to some 150 full-time, part-time and seconded faculty, and to more than 1,700 undergraduate students in its consecutive and concurrent programs, over 300 graduate students, and more than 5,000 students enrolled in professional development courses. For more information, please visit the York Faculty of Education website at: www.yorku.ca/foe/ and York's website at: www.yorku.ca/yorkweb/.

The Dean is the chief academic and administrative officer of the Faculty, and leads the Faculty in its teaching, research and service missions, as well as directing the Faculty's budget, general administration and future development. She or he will be an important member of York's senior leadership team, contributing to the future direction of the University. The Dean is also expected to play a significant role at the provincial and national levels in shaping education in Canada. The successful candidate will bring a strong record of academic and administrative experience and leadership to this position. The appointment is for a five-year term, commencing July 1, 2008.

Consideration of applications will begin on November 1, 2007 and continue until the position is filled. Please direct nominations, applications, and expressions of interest, in confidence, to the address shown below.

Janet Wright & Associates Inc., 174 Bedford Road, Suite 200, Toronto, Ontario, M5R 2J9,
Fax: (416) 923-8311, E-mail: yorkudeaned@jwasearch.com.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

JWA
Janet Wright & Associates Inc.
Executive search for the public and not-for-profit sectors

YORK UNIVERSITÉ UNIVERSITY
redefine THE POSSIBLE.

CAREERS CARRIÈRES

1st July 2008. SCARP is e fully accredited (Canada and USA) graduate planning pro gram and the largest teaching unit in the College for interdisciplinary Studies. The School's explicit pedagogical mission is to advance the transition to sustainability through excellence in integrated policy and planning research, professional education, and community service. Sustainability is understood broadly to encompass social, economic and environmental dimensions, and the School's teaching and research orientation places emphasis on the development of participatory, community-oriented planning methods. The School has recently added three computer labs dedicated to research on multimedia and planning, transportation and health, and disaster risk reduction, respectively. Applicants are encouraged to visit our website at www.scarp. ubc.ca and our affiliated research unit, the Centre for Human Settlements, at www.chs.ubc.ca The position will be in one or both of the two following areas' ecological and natural resources planning at the regional scale, with an emphasis on innovative methodological and policy approaches, or planning for community economic and social development. Familiarity with First Nations planning issues would be an advantage, as would experience in non-metropolitan and/or resource-dependent communities. In addition to the two substantive areas above, we are looking for methodological strengths in any of the following. GIS, computer applications in planning, analytical tools, problem solving approaches, statistics, impact analysis, or forecasting. The successful applicant will be expected to design and teach graduate-level courses relevant to the School's Areas of Concentration. A demonstrated potential for excellence in teaching and research is required. Other requirements include a completed PhD degree and relevant academic publications. Applied experience is desirable. Applicants should submit the following: 1) a letter stating career objectives, overview of experience and achievements, approach to teaching, and research goals, 2) your current CV, 3) a teaching dossier or similar record of achievement, and 4) names and contact information (including email addresses) of three possible referees. Applicants are encouraged to submit supplementary materials including professional reports or samples of written work (no more than two) and your website address, if available. The first stage of selection will be based on applicants' letters of application, CVs, and supplementary materials. Referees will be contacted for short-listed candidates only. The search committee will begin reviewing applications on 1st November 2007. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval for positions funded from the general purpose operating fund. Address Inquiries and send applications to: Dr. Penny Gurstein, Community/Regional Planning Faculty Search Committee Chair, School of Community and Regional Planning, University of British Columbia, 6333 Memorial Road, Vancouver, BC, Canada, V6T 1Z2.

■ **POLITICAL SCIENCE (AFRICAN POLITICS) — Carleton University.** The Department of Political Science invites applications for a tenure-track appointment at the rank of Assistant Professor effective July 1, 2008. The successful candidate will demonstrate en ce pertise In International Relations. While the precise specialization remains open, we are especially interested in candidates who demonstrate expertise In one or more of the following sub-fields: international organization and international security. Applicants must have a completed PhD by the start of the appointment and a demonstrated commitment to effective teaching and research. A strong record of publications is desirable and we expect the successful candidate to continue a research program yielding high-quality peer-reviewed publications. All candidates should include a statement regarding their approach to teaching, as part of their application. Applications, including curriculum vitae and at least three confidential letters of reference, should be made to: Professor Laura Macdonald, Chair, Department of Political Science, 8640 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is October 31, 2007, or until the position is filled. Carleton University is strongly committed to fostering diversity within its community as e source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

■ **POLITICAL SCIENCE (INTERNATIONAL RELATIONS) — Carleton University.** The Department of Political Science invites applications for a tenure-track appointment at the rank of Assistant Professor effective July 1, 2008. The successful candidate will demonstrate an expertise in International Relations. While the precise specialization remains open, we are especially interested in candidates who demonstrate expertise In one or more of the following sub-fields: international organization and international security. Applicants must have a completed PhD by the start of the appointment and a demonstrated commitment to effective teaching and research. A strong record of publications is desirable and we expect the successful candidate to continue a research program yielding high-quality peer-reviewed publications. All candidates should include a statement regarding their approach to teaching, as part of their application. Applications, including curriculum vitae and at least three confidential letters of reference, should be made to: Professor Laura Macdonald, Chair, Department of Political Science, 8640 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is October 31, 2007, or until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of British Columbia.** The Department of Psychology at the University of British Columbia (http://www.psych.ubc.ca) invites applications for two tenure-track positions, which will begin 1 July 2008. Both positions are planned for the Assistant Professor level, although under exceptional circumstances a higher rank may be considered. Individuals with strong research records appropriate to a research-oriented doctoral program, and who have strong commitments and demonstrated potential to achieve excellence in teaching and research supervision of undergraduate and graduate students, are encouraged to apply in either of the following areas: (1) Clinical Psychology. We seek a person who would enhance the Department's APA and CPA accredited doctoral program in clinical psychology, which operates on a clinical science model. Candidates with strong clinical programs in any area of clinical psychology are encouraged to apply. The position involves teaching, research, and both clinical and research supervision of graduate students. Applicants for this position are expected to have accredited clinical training (including an APA or CPA-approved internship) and to obtain registration as a psychologist in the province of British Columbia. (2) Health Psychology. We are seeking e faculty member to join our new doctoral program in health psychology. We will consider applications from candidates with a variety of backgrounds, including but not limited to social, biological, and clinical psychology, as well as public heath. Excellent candidates with strong research programs in any area of health psychology will be given serious consideration. We have special interest in genomic approaches, ile course approaches to health and disease, social epidemiologic research, and individuals who have e strong quantitative background with substantive health Interests. The starting salary for either position will be commensurate with experience. The University of British Columbia is committed to employment equity and hires on the basis of merit. We encourage all qualified persons to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. Both positions are subject to final budgetary approval. Applicants should send a curriculum vitae, samples of their scholarly work, evidence of their teaching abilities and effectiveness (course outlines, student evaluations, etc), and at least three letters of recommendation, prior to 7 November 2007, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC, Canada, V6T 1Z4.

■ **PSYCHOLOGY — University of Guelph.** The Department of Psychology at the University of Guelph Invites applications for a tenure-track position at the Assistant Professor level in Clinical Psychology: Applied Developmental Emphasis (CP-ADE). The PhD program in the field of Clinical Psychology is accredited by the Canadian Psychological Association. The appointment is to begin July 1, 2008 or earlier ii feasible. Applicants must have completed a PhD from an accredited clinical psychology program and be conducting research in any area of developmental psychopathology or intervention with children and adolescents. The appointee will be expected to teach graduate and undergraduate courses in various aspects of clinical psychology and child development, supervise student research, end possess the professional skills needed to help prepare graduate students for practica and internship. Registration or eligibility for registration with the College of Psychologists of Ontario is a requirement. Our facilities include the Department s Centre for Psychological Services that provides services to the community of Guelph, and a setting for faculty to supervise graduate students in client work in assessment and therapy, and to conduct research. Information about the graduate programs can be found at http://www.psychology.uoguelph.ca Applications should include a curriculum vitae, a statement of research and teaching interests, and preprints/ reprints. At least three letters of recommendation must support the application. Review of applications will begin October 15 and will continue until the position is filled. Application materials should be sent to: Dr. Harvey H. C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, ON, Canada, N1G 2W1. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a Tier 2 Canada Research Chair (CRC) in Developmental Psychology, with a focus in any field of research eligible for funding by the Canadian Institutes of Health Research (CIHR). Applications are invited for this tenure-track position at the Assistant to Associate level. The CRC program was established by the Canadian government to foster excellence in Canadian academic research. Tier 2 Chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. Information about these chairs is available at www.chairs.gc.ca The successful candidate must have a PhD in Developmental Psychology or related area. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. For information regarding the department and the Waterloo region see www.psychology.uwaterloo.ca and www.region.waterloo.on.ca. The enticipated start deta for the position is July 1, 2008. Review of applications will begin on Oct. 31, 2007 and we will continue to consider applications until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Any questions regarding this position can be directed to Dr. Ori Friedman at friedman@uwaterloo.ca or (519) 888-4567 ext. 33054. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Victoria.** The Department of Psychology at the University of Victoria Invites applications for two tenure-track appointments both at the Assistant Professor level in Clinical Psychology. The successful candidates' areas of specialty will fall within the field of clinical neuropsychology. The positions will contribute to our CPA- and APA-accredited Graduate Program in Clinical Psychology. The positions begin July 1, 2008. Candidates must have a PhD in Clinical Psychology from a CPA- or APA-accredited program with specialized training in neuropsychology, and must have completed a 12-month CPA- or APA-accredited Internship. Candidates must be registered or be eligible to be registered by the College of Psychologists of BC. We are seeking candidates with the ability to actively contribute to the operation of our Clinical Psychology Graduate Program. Applicants must present evidence of potential for a strong independent research career in the area of clinical neuropsychology. Applicants must also present evidence for potential excellence in teaching at the graduate and undergraduate levels. Candidates must have an interest and ability to contribute to teaching graduate courses in some of the following areas: cognitive assessment, clinical neuropsychology, developmental neuropsychology, neuropsychological assessment, neuroscience, neuropsychopharmacology, methods in psychotherapy, cognitive rehabilitation, general clinical psychology. Duties will include maintaining a successful program of research (as evidenced by publications and external grant support), teaching and student supervision at the graduate and undergraduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Graduate Program in Clinical Psychology, Department, and University. In addition to excellence in Clinical Neuropsychology, the Department of Psychology offers opportunities for research collaborations with colleagues in the Cognition and Brein Sciences Program and the Life-Span Development Program (see http://web.uvic.ca/psyc/) end the University's psychology-linked, multidisciplinary Centre on Aging (www.coag.uvic.ca), Centre for Youth and Society (www.youth.society .uvic.ca), and Centre for Addictions Research of BC (www.carbc.uvic.ca). To apply, send e curriculum vitae (including citizenship status), description of research and teaching experience and plans, copies of relevant scholarly publications, available evidence of teaching effectiveness, and three letters of reference to: Clinical Psychology (Clinical Neuropsychology), Search Committee, Marion F. Ehrenberg, Ph.D. (Chair), Department of Psychology, University of Victoria, PO Box 3050 STN CSC, Victoria, BC, Canade, V8W 3P5. Application review will begin December 1, 2007, and continue until both positions are filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordence with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Windsor.** The University of Windsor, Department of Psychology invites applications for a Tenure-Track Position in Clinical Neuropsychology at the rank of Assistant Professor commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Chair, Appointments Committee, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 2215; Fax: (519) 973-7021; Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 1-877-665-66DB (toll free) within North America, call collect outside of North America et (519) 561-1432 or Email: recruit@uwindsor.ca

■ **PSYCHOLOGY (DEVELOPMENTAL) — University of Waterloo.** The Department of Psychology at the University of Waterloo Invites applications for e tenure-track assistant to full position in Developmental Psychology. We are interested in applicants from all areas of developmental psychology. The successful candidate must have a PhD in Developmental Psychology or related area. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. For information regarding the department and the Waterloo region see www.psychology.uwaterloo.ca and www.region.waterloo.on.ca. The enticipated start date for the position is July 1, 2008. Review of applications will begin on Oct. 31, 2007 and we will continue to consider applications until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Any questions regarding this position can be directed to Dr. Ori Friedmen at friedman@uwaterloo.ca or (519) 888-4567 ext. 33054. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL) — University of Waterloo.** The Department of Psychology at the University of Waterloo Invites applications for a tenure-track position at the Assistant to Full Professor level in Industriel/Organizational Psychology. The successful candidate must have a Ph.D. in I/O Psychology or equivalent field (e.g., Organizational Behavior), and e demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered Responsibilities will include undergraduate end graduate teaching, graduate student supervision, and the conduct of an ongoing research program. The I/O Psychology graduate program is under future expansion and another faculty position is expected in the near future. Information ebout the I/O program and the Department of Psychology can be found at http://www.psychology.uwaterloo.ca. The anticipated start data for the position is July 1, 2008. Review of applications will begin on October 31, 2007 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PURE MATHEMATICS — University of Waterloo.** Applications are being accepted for the Brookfield Research Instructorship beginning July 1, 2008, for a duration of two years, renewable for a third year subject to mutual agreement between the candidate and the Department. The successful candidate must have a PhD in Mathematics and an actively developing research program in one of the areas of department activity: functional analysis, geometry and topology, algebra and logic, or number theory. Duties include research and teaching five semester-long course (12 weeks) over the appointed period. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae plus a description of research interests and accomplishments, and arrange for three letters of reference to be sent to: Professor Frank Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/PM_Dept/Jobs/brookfieldad.pdf.

■ **PURE MATHEMATICS (GEOMETRY & TOPOLOGY) — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in Pure Mathematics beginning July 1, 2008. The successful candidate must have a PhD in pure mathematics and an actively developing research program with an emphasis on algebra and its applications, particularly in geometry and topology. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. The successful candidate will be expected to apply for external research funding through NSERC or other agencies. If the successful candidate is e Canadian woman or an aberiginal person she or he will be expected to apply for a University Faculty Award through NSERC at the earliest opportunity. Salary range commensurate with quelfications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Frank Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, email: puremath@math.uwaterloo.ca. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

R

■ **REAL ESTATE & HOUSING — University of Guelph.** The Department of Marketing end Consumer Studies at the University of Guelph Invites applications for one tenure track position In the area of Real Estate at the rank of Assistant Professor. The Department is part of the College of Management and Economics. We offer two Bachelor of Commerce mejors, one in Marketing Management and one in Real Estate and Housing. At the graduate level, we offer a Master of Science degree with a focus on marketing and consumer behaviour. Responsibilities of this position include teaching in the Department's undergraduate real estate program, helping to develop graduate programs, and the pursuit of scholarly research. The University of Guelph is a top-ranked comprehensive university in Canada with a total enrolment of 18,000+. It is located in Guelph, Ontario (population approx. 120,000) and is a one-hour drive west of Toronto, Ontario. Applicants should have (or be near completion of) an earned doctorate in Real Estate. Alternatively, they could have (or be near completion of) an earned doctorate in a discipline related to real estate (such as Marketing, Finance, or Economics), but involved in real estate-oriented research. Whatever an applicant's doctoral discipline, preference will be given to those with Canadian work experience in the housing or real estate field. This appointment can be effective as early as May 1, 2008. Applications must include a curriculum vitae, a list of teaching interests, a research agenda for the next three years, and a sample of recent research. Applicants should errange for three letters of reference to be sent under separate cover. Department representatives will be available at the ASSA meetings in January 2008 in New Orleans to discuss this opportunity. Applications should be submitted no later than November 30, 2007 to: Chair, Department of Marketing end Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1; Tel: 1-519-824-412D Ext. 53774; Fax: 1-519-823-1964; email: ppadany@uoguelph.ca. More information about the Department and our Real Estate and Housing program can be found at www.mcs.uoguelph.ca. The University of Guelph is committed to an employment equity program that Includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RELIGION — University of Toronto.** Applications are invited for a tenure stream position in Religion and Politics. This is a joint appointment between Study of Religion (51percent) and Political Science (49percent) at the level of Assistant Professor. Applicants should have a PhD in the relevant field by the time of eppointment, July 1,

N·S·C·A·D UNIVERSITY

Dean

3 Year Appointment
July 2, 2008 – June 30, 2011

The Dean will play a central role in the development, implementation and review of curricular and programmatic initiatives consistent with the mission and vision of the University. The Dean is responsible for overseeing the coordination of timetables, space and equipment resources; reviewing and monitoring staffing and other budgets; assigning faculty and academic staff workloads and responsibilities in conjunction with Division Chairs; supervising academic support staff; and other responsibilities as defined in the position description.

The University seeks an innovative and forward looking addition to its academic administration. The successful candidate will possess appropriate academic credentials for the position and for faculty status at NSCAD. The successful candidate will have a record of excellence in, and commitment to, creative and/or research activity and post-secondary teaching across the curriculum, preferably in both lecture and studio environments. In addition, he/she must have prior administrative experience at a significant level and demonstrated competence in working with faculty, staff, and students. The candidate must be an individual with excellent leadership and communication skills including the capacity for creative problem solving. Salary commensurate with qualifications according to the faculty salary grid plus an administrative stipend. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications should include a brief statement of qualifications and achievements and the names of three referees. All documentation may be forwarded in confidence to:

The Director of Human Resources
NSCAD University
5163 Duke Street, 4th Floor
Halifax, NS, B3J 3J6
For more information, please visit
www.nscad.ca

Deadline for Applications:
October 30, 2007

CANADA RESEARCH CHAIR – TIER II CHEMISTRY OF MOLECULAR MATERIALS

The Department of Chemistry within the College of Physical and Engineering Science at the University of Guelph, Ontario invites applications for a Tier II Canada Research Chair in the area of the Chemistry of Molecular Materials. This competiton is seeking applicants who have expertise in the synthesis of inorganic or organic molecular materials and their characterization.

A potential Canada Research Chair in the area of the Chemistry of Molecular Materials should be well established both in terms of publications and research funding, be able to set a benchmark for themselves and for other researchers in the area, and have the potential to achieve international recognition over the next five to ten years. The successful candidate will hold a faculty appointment in the Department of Chemistry. The candidate will be expected to establish a strong, well-funded research program and advise a signifiicant number of graduate students. Accordingly, this position will have a reduced undergraduate teaching load

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy Complete information about the Canada Research Chair program can be found at www.chairs.gc.ca. The successful candidate's research program is expected to correspond thematically with the University of Guelph's Strategic Research Plan (www.uoguelph.ca/research/policies).

An application, with a detailed statement of interests including potential research plans, a full curriculum vitae including publications, and contact information for three referees should be submitted to:
Dr. Adrian L. Schwan, Chair, Department of Chemistry, University of Guelph, Guelph, Ontario, Canada, N1G 2W1, Fax: 519-766-1499, E-Mail: schwan@uoguelph.ca

The review of applications will commence on October 15, 2007.

All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate by the Summer of 2008; the research chair position will be available once approval is received from the CRC Secretariat

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority

UNIVERSITY of GUELPH

CAREERS CARRIÈRES

2008. The successful candidate will be a scholar well versed in theories and genealogies of religion, politics, and secularism, whose research addresses questions of the role of particular religions in public, political contexts. Areas of research and specialization may include: religion and secularism in democratic societies; religion, human rights, and law; religion and state power (e.g. law; medicine; education); relations and the politics of gender and sexuality, interreligious conflict and alliances. The successful candidate will teach graduate and undergraduate courses in both the Department of the Study of Religion and the Department of Political Science in such areas as method and theory in the study of religion, religion and politics, and religion and liberalism, as well as being an active participant in the Religion and the Public Sphere Initiative (http://www.funkturm.com/clients/rps/). We seek a scholar with excellent record of research and publication as well as demonstrated experience and skill in teaching. Applicants should submit a letter of application, curriculum vitae and evidence of teaching effectiveness, and arrange for three letters of reference to be sent to Professor John Kloppenborg, Chair, Department for the Study of Religion, 123 St. George St, University of Toronto, Ontario, M5S 2E8 Applications should be received by November 15, 2007. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be affective July 1, 2008. (No e mail applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

S

■ **SCIENCE — Simon Fraser University.** The Department of Humanities at Simon Fraser University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1st, 2008 in the area of the Humanities and Science. The successful candidate will have a PhD in a field involving the interdisciplinary study of science and its literature, culture and ideas from the Late Medieval to the Early Modern period and will be engaged in primary research in related fields based on original sources in the original languages. The appointee will be expected to teach survey courses on the great texts of science and western civilization and seminars on more specialized topics (for example, medical and renaissance optics, European ideas of nature and natural philosophy, science as a Liberal Art, the cosmos in the past), and on individuals (for example, Roger Bacon, Copernicus, Galileo, Darwin) and on periods (for example, Renaissance humanism, later medieval thought). Applicants should forward a curriculum vitae, a statement of interest and three letters of reference by 31 October 2007 to: Stephen Duguid, Chair, Department of Humanities, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. For further information contact: wendy_sjolin@sfu.ca or consult the web site of the Department of Humanities (www.sfu.ca/humanities/). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including those in minorities, aboriginal people and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **SOCIAL WORK — York University.** York University's School of Social Work, in the Atkinson Faculty of Liberal and Professional Studies, is seeking applicants for two full-time tenure-track appointments at the Assistant Professor level, effective July 1, 2008 See our ad in this issue's Careers section.

■ **SOCIAL WORK — University of Windsor.** The University of Windsor invites applications for one, possibly two tenure-track faculty positions in the School of Social Work. The proposed start date is July 1, 2008 with appointment at the rank of Associate Professor. These positions are subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone. (519) 253 3000, ext. 3067; Fax (519) 973-7036, E-mail: angall@uwindsor.ca. For Information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

■ **SOCIOLOGY — University of British Columbia.** Department of Sociology (http://www.soci.ubc.ca) Invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Social Theory, effective July 1, 2008. The position is subject to final budgetary approval. A PhD, evidence of a significant research record and a demonstrated potential for excellence in teaching classical and contemporary sociological theory are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, evidence of teaching effectiveness, and a summary of current and future research and teaching interests, must be received by November 2, 2007 and addressed to Dr. Neil Guppy, Head, Department of Sociology, The University of British Columbia, 6303 NW Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — Wilfrid Laurier University.** The Department of Sociology invites applications for a tenure-stream position at the rank of Assistant Professor, effective July 1, 2008, subject to budgetary approval. We seek candidates qualified to teach qualitative sociological methods at both the undergraduate and graduate level, and with a substantive area of specialization in one or more of Sociology of Health, Sociology of Medicine, or Sociology of Families. The successful candidate will be expected to teach courses in qualitative methods and in their substantive area of research at the undergraduate and graduate levels, maintain an active research program, supervise MA graduate students, participate actively in the administration of the department and the university through committee involvement. Applicants should have a PhD in Sociology or a related discipline, or will have finished the PhD at time of appointment. Applicants should submit a letter of application, curriculum vitae, a teaching dossier including previous teaching evaluations, and the names and contact information of three professional referees by November 3rd, 2007 to: Dr. Glenda Wall, Chair, Department of Sociology, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all gendas and sexual orientation, persons of a visible minority, persons with disabilities, and Aboriginal persons. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **SOCIOLOGY — Brock University.** The Department of Sociology at Brock University invites applicants for a probationary appointment at the level of assistant or associate professor in the field of critical sociological studies of crime, law and criminal justice effective July 1, 2008, subject to budgetary approval. The successful candidate will hold a PhD in Sociology or a relevant discipline; demonstrate experience of successful undergraduate teaching, and have the ability to teach undergraduate courses in areas such as, but not limited to, women and crime, criminal justice system and critical criminology theory. Applicants should submit, by November 20, 2007, a letter of application accompanied by Curriculum Vitae, a sample of research and two letters of reference to: Jane Corman, Chair, Department of Sociology, Brock University, St. Catharines, ON, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applicatrons from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self Identification Form available at http://www.brocku.ca/human rights/imagine/identification.doc and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor Invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Willem de Lint, PhD, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: (519) 253-3000 Ext. 2190; Fax: (519) 971-3621; Email: delint@uwindsor.ca. For Information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of NorthAmerica at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **SOCIOLOGY — McMaster University.** The Department of Sociology at McMaster University Invites applications for a full-tima tenure-track Assistant or junior Associate Professor in the areas of social problems, culture, or gender commencing July 1, 2008. The successful candidata will be required to teach qualitative methods at the graduate and undergraduate levels. A PhD in Sociology is required, although applicants who expect to have all of the requirements for their PhD in Sociology completed before April 1, 2008, will also be considered. The successful candidate's research and teaching interests will complement the Department of Sociology's strengths in its core areas of Individual and Society, Occupation and Organizations and/or Social Inequality. The successful candidate will be expected to carry out a research programme yeiding significant peer-reviewed sociological publications; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture and seminar courses; and engage in the teaching and supervision of master's and doctoral students.The Department of Sociology is a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Sociology. Further information on the Department of Sociology can be found at http://www.socscl.mcmaster.ca/sociology/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanant residents will be considered first for this position. McMaster University is stongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications, including a curriculum vitae, a representative sample of academic writing, undergraduate and graduate course outlines in qualitative methods, and one or more of social problems, culture, or gender, and three letters of reference should be sent to the address below. Candidates are also encouraged to enclose their teaching dossiers and certified records of teaching evaluations. Dr Margaret Denton, Acting Chair, Department of Sociology, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4M4, Canada. The firm closing date for applications is Friday, October 19th, 2007. All parts of the application, including reference letters, must be received by this date.

■ **SOCIOLOGY — University of New Brunswick.** The Department of Sociology invites applications for a probationary (tenure-track) position at the rank of Assistant Professor in the area of sociological theory commencing July 1st, 2008. The successful candidata will have a demonstrable ability to teach undergraduate and graduate courses in classical and contemporary sociological theory. In addition tha successful candidate will have a demonstrable research and publication record in social and public policy. A research and teaching ability complementary to the Department strengths in media and communications, family and domestic violence, or health and health care would be an asset. A PhD in sociology is required. The deadline for application is January 31st, 2008 or until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicete current citizenship status The University of New Brunswick is committed to the principle of employment equity. This position is subject to budgetary approval. Applicants must provide a covering letter, a curriculum vitae (including a list of publications), a sample of published work, a teaching portfolio, and three letters of reference to Or. Lawrence Wisniewski, Chair, Department of Sociology, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Telephone: 506 453-4869; Fax: 506 453-4659; Email: wisn@unb.ca.

T

■ **TEACHER EDUCATION — University College of the Fraser Valley.** UCFV is looking for a full-time faculty member to take one of the leading roles in the development and implementation of UCFV's post-degree Teacher Education Program (TEP). In the current phase of the program, TEP provides professional development for elementary school pre-service teachers in a K-7 module of 32 students. In May 2009, the program will expand to include a secondary module of 16 students. The program is based on the Chilliwack campus. This is a position for an individual who likes the challenge of working in a new and innovative program and who has a philosophy about teacher education is consistent with TEP's proposed Mission Statement and Program Values and Program Goals. We are looking for an outstanding candidate who has demonstrated a proven commitment to teacher education. The individual will be expected to be part of the TEP student admissions process, teach courses in the TEP, and be a faculty advisor during the pre-service teaching practica. Adherence to the British Columbia College of Teachers' (BCCT) standards for new teachers is also part of the duties for this position. A completed doctorate in Education, and a K-12 teaching certificate with K-12 classroom experience, preferably in the public school system, are required. As well, the candidate must have expertise in Educational Psychology and have experience as a teacher educator. The candidate should also have a background in curriculum and instruction for second language learning and/or in teaching students with diverse learning needs. We also require the following: recently demonstrated research interest in teacher education; evidence of experience and/or scholarship oriented toward a progressive vision of public education that is inclusive and committed to social justice; strong leadership, interpersonal and conflict resolution skills; knowledge of BCCT's bylaws and policies, familiarity with reflective practice strategies and e-portfolios. Facility with learning technologies is a definite asset. For further information regarding this position, please contact Dr. Paul Orlowski at 604-795-2844 or e-mail: paul.orlowski@ucfv.ca. The Selection Advisory Committee will begin reviewing applications on October 17, 2007; however, the position will remain open until filled. Please direct curriculum vitae or resume including evidence of appropriate qualifications referring to Posting 2007.110 to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax. (604) 854-1538; Website: www.ucfv.ca; Email resumes to: erinfo@ucfv.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment. UCFV is committed to the principle of equity in employment.

V

■ **VISUAL ARTS — University of Windsor.** The School of Visual Arts at the University of Windsor invites applications for a Tenure-Track Studio Printmaking position at the rank of Assistant Professor commencing July 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Brenda Francis-Pelley, Chair, Appointments Committee, Visual Arts, University of Windsor, Windsor ON, N9B 3P4; Phone: (519) 253-3000 ext 2828; Fax: (519) 971-3647; Email: bfp@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Or. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.

W

■ **WOMEN & GENDER STUDIES — University of Toronto.** The Women and Gender Studies Institute (WGSI), in the Faculty of Arts and Science at the University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin July 1, 2008. The successful candidate will have an active research programme and teaching experience in the field of women/gender studies. Expertise in feminist cultural theory and/or cultural production and the arts, including new media, performing or visual arts, is particularly encouraged. An interest in innovative programming and curriculum formation in women's studies would be a plus. WGSI has an established record in transnational feminist studies, and has recently launched a master's programme. We anticipate a teaching load equivalent to two full-year courses within the Institute. The successful candidate will have a PhD completed or near completion in Women and Gender Studies or a relevant area, demonstrated potential for excellence in research and demonstrated excellence in teaching. Salary will be commensurate with qualifications and experience. Additional information on the Institute can be obtained through the World Wide Web at http://www.utoronto.ca/wgsi/. Applications will be accepted until 15 November, 2007. Applicants should provide a covering letter with a curriculum vitae, a writing sample, an outline of their research program, and a teaching portfolio including evaluations, and should arrange for three letters of reference to be sent directly by the referees under separate cover. Applications should be addressed to: Professor Shahrzad Mojab, Director, Women and Gender Studies Institute, University of Toronto, 40 Willcocks Street, Toronto,Ontano, Canada, M5S 1C6. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

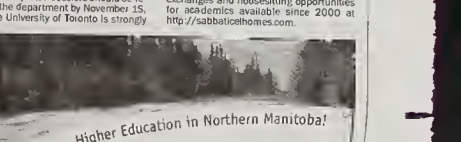
■ **WOMEN & GENDER STUDIES & AFRICAN STUDIES (CROSS APPOINTMENT) — University of Toronto.** The Women and Gender Studies Institute (WGSI) and the Program in African Studies at New College, Faculty of Arts and Science, University of Toronto, invite applications for a tenure-stream position at the rank of Assistant Professor, to begin July 1, 2008. The successful candidate will have a research program and teaching experience in feminist studies with a focus on Africa We especially encourage applications from broad scholars in any discipline who will enhance WGSI's strengths in transnational feminist studies and complement the African Studies Program's strengths in West and Southern Africa. Expertise in postcolonial studies or literature or other forms of cultural production such as performing or visual arts is particularly welcome. Knowledge of a major African language would be an asset. We anticipate a teaching load equivalent to two full-year courses The majority of the teaching and administrative responsibilities will lie in WGSI (70 percent), with one half course and small administrative responsibilities in the African Studies program (30 percent). The successful candidate will have a PhD completed or near completion in Women and Gender Studies, African Studies, or any relevant area, demonstrated potential for excellence in research and demonstrated excellence in teaching. Salary will be commensurate with qualifications and experience. Additional information on the Institute and College can be obtained through the World Wide Web at http://www.utoronto.ca/wgsi/ and http://www.newcollege utoronto.ca/. Applications will be accepted until 14 December, 2007. Applicants should provide a covering letter with a curriculum vitae, a writing sample, an outline of their research program, and a teaching portfolio including evaluations, and should arrange for three letters of reference to be sent directly by the referees under separate cover. Applications should be addressed to: Professor Shahrzad Mojab, Director, Women and Gender Studies Institute, University of Toronto, 40 Willcocks Street, Toronto, Ontario, Canada, M5S 1C6. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

■ **WORLD LITERATURE (RUSSIAN/SLAVIC) — University of Toronto.** The Department of Slavic Languages and Literatures at the University of Toronto invites applications for a tenure-stream assistant professor appointment in 19th Century Russian Literature beginning July 1, 2008 Salary will be commensurate with qualifications and experience. We seek candidates to teach undergraduate and graduate courses in 19th Century Russian literature (both in Russian and in translation). Excellent (native or near native) knowledge of Russian and English is expected with ability and willingness to contribute to the language teaching sequence when required. The successful candidate must have a PhD by the time of appointment. The candidate must show promise or significant achievement in research and publication in 19th Century Russian literature, and demonstrate excellence in teaching. North American teaching experience is highly desirable. While all areas of specialization are eligible, scholars of poetry, theatre, and Golden Age are particularly encouraged to apply. Applicants are requested to send a letter detailing their research and teaching interests, a curriculum vitae, a short writing sample, and three confidential letters of recommendation to: Professor Boris Vaisman, Acting Chair, Department of Slavic Languages and Literatures, Alumni Hall, 121 St. Joseph Street, Toronto, Ontario M5S 1J4. Completed dossiers should be received in the department by November 15, 2007. The University of Toronto is strongly committed to diversity within its community. The University of Toronto especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ACCOMMODATIONS

■ **PROVENCE, SOUTH OF FRANCE** — Furnished three bedroom house, picturesque Puyloubier, 20 km. from Aix. Available from July for short or long-term rental. From $1300 per month inclusive. Beth (416) 588 2580, bsavan@utoronto.ce, www.maisonprovencale.org.

■ **GOING ON SABBATICAL?** — Sabbatical-Homes.com caters to minds on the move. CAUT members feel at home no matter where they go. Long- and short-term, home-exchanges and housesitting opportunities for academics available since 2000 at http://sabbaticalhomes.com.



University College of the North (UCN), Manitoba's newest post secondary educational institution located in northern Manitoba is committed to meeting the educational needs of all of our students. With two main campuses (The Pas and Thompson) and twelve regional centres throughout northern Manitoba, UCN is poised to be a leader in the provision of quality education in the north. We invite applications from individuals who wish to be part of a dynamic organization and a leader with the team that is charting a course to improving education of Aboriginal and northern Manitobans.

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Please visit our website for more detailed information about UCN and this employment opportunity. At http://www.ucn.ca, select "Employment", "Jobs at UCN" and select from the list of positions to view. Thank you for your interest in UCN

Applicants are asked to provide a cover letter, C.V., three letters of reference, and copies of transcripts with their application.

For more info on the new University College:
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BREAK NEW GROUND AS THE FIRST DIRECTOR OF THE NEW OFFICE FOR FIRST NATIONS AT SIMON FRASER UNIVERSITY ON CANADA'S WEST COAST.

SFU SIMON FRASER UNIVERSITY THINKING OF THE WORLD

Director, Office for First Nations

Simon Fraser University's Senate and Board of Governors recently apptoved a First Nations University Wide Strategic Plan that seeks to transform the approach to academic programming, community engagement, student support and research for First Nations.

Achieving this vision will be the role of the new Director, Office for First Nations, which will serve to coordinate First Nations activities across the University – drawing together researchers, educators, students, elders, First Nations communities and non-Aboriginal members of the University. The new Director will provide leadership, coordination and direction to the evolving Office for First Nations.

With three distinctive campuses on Burnaby Mountain, at Harbour Centre in downtown Vancouver, and in an award-winning new tower in Surrey, the University enrolls some 5,000 graduate students and 25,000 undergraduates. Simon Fraser University is widely regarded as one of Canada's best and most innovative, publicly-funded universities, committed to excellence in teaching and research.

There is, however, a recognized opportunity to improve participation rates and the quality of educational experience and the environment for Aboriginal students and faculty at Simon Fraser University. The new Director will play a leading role in forging relationships with the academic departments as well as helping to build support systems that will encourage scholarship and a rich cultural life for students and faculty.

This is a tremendously exciting opportunity for an energetic, collaborative and culturally sensitive academic leader with a deep interest in the issues of indigenous peoples and with a cultural affinity with BC's First Nations communities. This new Director will help SFU contribute more substantially to the development of First Nations individuals and communities so that they can participate more fully on an equal footing with other Canadians.

The successful candidate for this position will be a well established university teacher and researcher who holds a PhD or equivalent degree. An administrative background, experience in working with government and other funding organizations, and strong connections to Aboriginal organizations, locally, provincially, nationally and internationally, are all characteristics that will ensure the success of the new Director.

For further information please contact Stephanie Falls, Ken Werker or Caroline Jellinck in our Vancouver office at (604) 685-0261 or stephanie.falls@rayberndtson.ca To be considered for this position please submit your resume and related information online at www.rayberndtson.ca/en/careers/6689

In accordance with the University's equity program and section 42 of the BC Human Rights Code, this position is limited to Aboriginal peoples. Candidates from these groups are asked to self-identify.

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Technology in the Classroom is more than Fun and Games

By PATRICK FINN

HEADING BACK TO SCHOOL in our current climate involves an ongoing engagement with a rapidly expanding world of digital technology. From cell phones and personal digital assistants (PDAs) to laptop computers, our classrooms are more "mediated" now than at any other time in history.

Professors are being filmed, recorded and repackaged in a number of ways of which they may not be aware and there is currently a shortage of clearly articulated policies and procedures for the incorporation of these technologies in our classrooms, in our offices and in our homes. Here are a few areas that could use closer examination.

Cell Phones & PDAs

The cell phone is not a recent arrival, but most students now have them complete with cameras capable of both stills and video and audio.

Students carry phones to serve a number of purposes. They are accurate timepieces and are a boon to personal safety. They also, however, can be used to cheat on tests by passing silent notes and used as reading devices or as web-capable browsers.

Many — if not most — schools are now considering bans on the use of cell phones in class. Most of the lectures we now attend include an obligatory "please turn off your cell phone" message at the outset.

There are other issues that arise from the use of these phones. Used as recording devices, cell phones are increasingly being used as tools for harassment. Whether for pranks, bullying or sexual harassment, phones are being turned into hostile devices that reach a huge audience through web sites that generate revenue by hosting prurient material.

In most cases these sites will only remove offensive material after an extended legal battle by which time the damage is done.

In Canada and the United States there are currently multiple cases of abuse in negotiation. In some instances, teachers and faculty members have left their jobs or are on disability leave as a result of organized pranks designed to humiliate them.

In the case of student-on-student attacks the problem is even more widespread. We should ask — what are our responsibilities to protect our students and colleagues from this type of harassment?

Laptop Computers

The use of laptops in the classroom is another issue that has many benefits but also brings new concerns. With mounted, rotating cameras, condenser microphones and incredibly large hard-drives, students can silently record everything you say and do in class and then redistribute it.

Here there are two primary concerns: firstly, your lectures are your intellectual property and the copying and distribution of them is illegal. Perhaps more important, your work can very easily be edited or compiled in a "mash-up" that changes what you have said so that it appears you are saying something else. Most laptops shipped today come with free software that makes this very easy. Imagine what might be done with a lecture on Ernst Zundel.

While there are steps faculty can take to protect themselves from slander, often the stigma of accusation is enough to ruin or hamper a career. Too often retractions are smaller than the headlines for which they apologize. There are already many different types of these videos online with sites specifically designed to categorize, rate and share them. Indeed, many sites award points for evaluations, photos and video montage of professors.

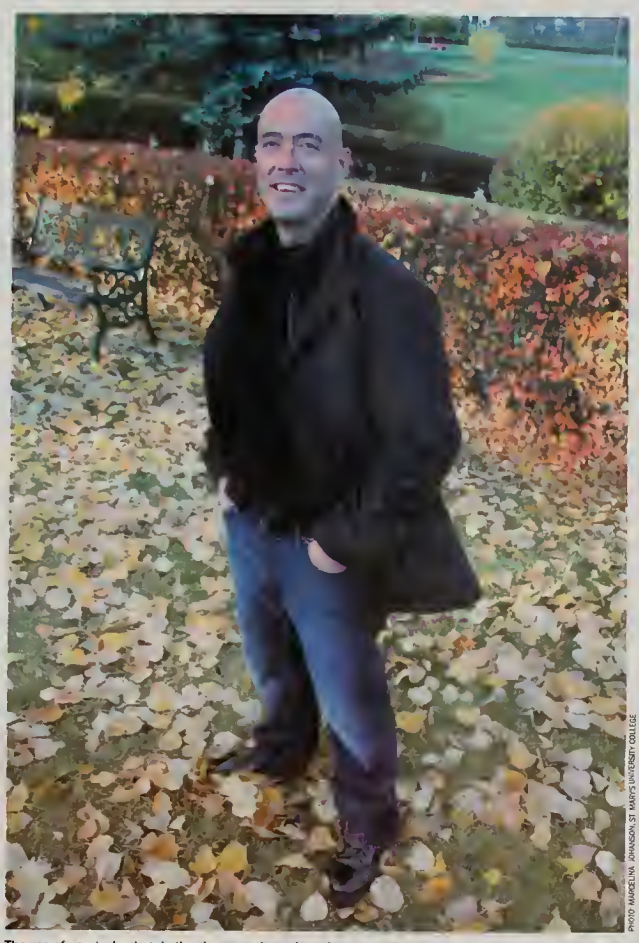

PHOTO MARCELINA JOHNSON, ST MARY'S UNIVERSITY COLLEGE

The use of new technology in the classroom has a huge impact on the way scholars work, says Patrick Finn.

Wireless Connections

Another concern with laptops involves the wireless connections most schools now have. Many of us have already had issues with students using these connections to instant message with family or friends during class or browse the internet.

Recently however, legal cases involving complaints about students surfing pornographic sites have targeted the instructor as the individual responsible for what occurs in the classroom. What realistic controls can you place on blocking these activities? How can you be sure your students are not browsing hate sites, pornography or engaging in online gambling during class?

Filters and governors on the connection are one solution, but they often restrict legitimate research over the same link and can cause disputes over academic freedom.

Social Networking Sites

Whether by cell phone, PDA or laptop, peeping technology is being supported by a network of web sites that encourage students to share digital files and provide instructions and examples on pranks they can play in class. Professors who participate in these sites leave themselves and their families open to a whole new type of harassment.

Of course, most of those using this technology are harmless. Last year the Chronicle of Higher Education published a list of their favourite pranks. One of the best was a college lecture highjacked by a musical comedy number. (A quick search for the term "Reach: A Lecture Hall Musical" will uncover the file.) I must admit I love these types of pranks — they point out the fun that can be had with these personal gadgets and remind us that most students who pull these stunts are doing so in the name of whimsy. Still, we need to be aware of the uses — both positive and negative — to which these devices can be put.

Intellectual Property

One of the most dangerous aspects of new technology involves the trespass of institutions, governments and private interests on the intellectual property of scholars. Throughout the world academics are fighting to protect their work from the prying eyes of those who feel anything to do with the digital revolution is somehow inherently public property.

Currently some schools assert the right to confiscate your office computer and claim possession of everything on it. That means everything from your e-mail to years of coursework and lectures to your latest research is up for grabs. In some cases, institutions are attempting to claim the rights to any work you do on your home PC as well.

With increasing pressures to commodify all aspects of the scholarly experience the consequences could be dire. If, for example, you no longer have intellectual property rights to your introductory mathematics course, your institution has merely to post your lectures online, hire a part-time marker and charge tuition for an online course.

In the case of administrative work, more and more meetings are being held by "virtual conference." In this scenario, overworked academics complete preliminary tasks and revise documents before a face-to-face meeting. Given the sensitive nature of much of this work, the inability to assume any confidentiality eliminates e-mail as an effective means of communication.

Academic Freedom

In the most chilling case of technological invasion, there have been efforts to take ownership of our notes and e-mails. This means our brainstorming notes could be accessed and published by our institutions without our control. Given that scholarly research requires an examination of all sides of a debate, what might the institution find under a file labeled "racism" or "sexism?"

Failure to provide privacy for the purpose of note-taking is tantamount to invading our minds. If we can no longer explore our thoughts through rough drafts and untested hypotheses, we have lost the most fundamental of all academic freedoms.

External sources can also present challenges. Since most web sites and services academics use are hosted in or have connections to the US, any of our work to which they have arcess is subject the USA PATRIOT Act which allows American security agencies to monitor or seize records and forbids notification to the individual whose records are being scrutinized.

While the legal situation in Canada is less dire, scholars may not wish to have government officials spying on their work, or to have private or public rivals access their research through freedom-of-information provisions.

Issues involving the uses of new technology in the classroom have a huge impact on the way scholars work. We must consider that this technology is now native to our students and their use of it for fun and for learning requires us to adapt.

Consider the rise in plagiarism involving internet sources. In case after case we hear that people today view the world of digital technology as a place where information is free and clear of any encumbrances. These individuals do not feel they are cheating. It seems we are experiencing an epistemological shift in attitudes about information and the way it connects to scholarship.

Technology's impact will only increase and it is high time scholars come together to organize a set of recommended policies and procedures for dealing with these issues in the classroom, office or home. ■

Patrick Finn is an associate professor in the department of English at St. Mary's University College in Calgary.

The views expressed are those of the author and not necessarily CAUT.

Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

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AWARD ACCEPTANCE ADDRESS

Chad Gaffield
Professor of History
University of Ottawa (on leave)
President, Social Sciences and
Humanities Research Council of Canada

Chad Gaffield received his BA (Hons) and MA (History) from McGill University and his PhD from the University of Toronto (History and Philosophy of Education). After teaching part-time at York University and the University of Toronto, he served as Visiting Assistant Professor at McGill University from 1978-1979. Gaffield then joined the Department of History at the University of Victoria where he became Associate Professor in 1984. Since 1985, he has been a member of the Department of History at the University of Ottawa where he served as Vice-Dean of the School of Graduate Studies and Research (1990-1996) and became the founding Director of the Institute of Canadian Studies (1997-2003). He served on the Board of Governors at the University of Ottawa from 1992-2006. Gaffield has won many awards for his teaching and research on Canada's socio-cultural history and his innovations in theory and method involving computer-based, interdisciplinary and multi-institutional collaborations. The Royal Society of Canada awarded him the J.B. Tyrrell Medal in 2004 for his outstanding contribution to the study of Canada. The Association of Professors of the University of Ottawa named him Researcher of the Year (1995) and Professor of the Year (2002), only the second time that a professor has been chosen for both awards. Gaffield has played a leading role in promoting the social sciences and humanities, including serving terms as President of the Canadian History of Education Association, the Canadian Historical Association and the Canadian Federation of the Humanities and Social Sciences. He is now on leave from the University of Ottawa following his appointment in September 2006 as President of the Social Sciences and Humanities Research Council of Canada.

Chad Gaffield's work in each of the domains of academic life: teaching, research and service to the institution and to the community has been honoured with a CAUT Distinguished Academic Award. This is a copy of his acceptance speech delivered during CAUT Council events in Ottawa, April 28, 2007.

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Embracing the New Metaphor for 21st Century Universities

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LET ME FIRST EMPHASIZE how honoured I am to be receiving the Canadian Association of University Teachers' Distinguished Academic Award for 2007. The chance to represent so many outstanding academics across Canada is a truly special privilege.

I am indebted to Lori Burns, Associate Dean of Research in the Faculty of Arts for thinking of me and for all the work to submit a dossier for the award, and to Robert Major, the Provost, and Howard Alper, former Vice-President (Research) who helped me in so many ways at the University of Ottawa. Under the leadership of Marcel Hamelin and Gilles Patry, and with splendid colleagues and students in the Department of History, in the Institute of Canadian Studies and across campus, UOttawa has been at the heart of my academic activities for more than two decades. The enthusiastic support that I have received since my arrival there in 1985 explains significantly why I am standing here today.

But the key reason why I am standing here is Pam Gaffield whom I met when we were registering as first-year students at McGill University in 1969, and who has travelled with me every step of the way across the changing landscape of higher education. Our wonderful children and

grandchildren will not be lining up for hours in a hot gymnasium to sign up for courses but I hope that they find a way to win the lottery like I did when it comes to finding a partner for life's journey.

In describing how indebted I am to CAUT and to colleagues and family, my emphasis is on the collective nature of what we do. Prizes usually highlight individuals but the goal is not to recognize personal activities as much as to celebrate achievements that are important to us as a community and which inevitably reflect collective effort. No productive professor has ever really been a "solitary scholar" and no effective teaching or research has ever really been done in isolation. We may give prizes to individuals but we all know that learning and advancing knowledge are inherently collaborative activities.

In this spirit, I would like to take the opportunity today to engage the larger debate about the future of higher education. How are our campuses changing? What does it mean now to be a professor or a student? How can universities best contribute to society? Across Canada and internationally, these questions are increasingly puzzling parents and public policymakers as well as students, professors and administrators faced with increasing expectations and limited resources. As a result, conferences and commissions have been focusing on higher education both at the federal and provincial levels across Canada. This CAUT award offers an opportunity to address specifically the key questions of teaching, research, and campus-community connections within current debate about the past, the present, and what future we would like to create for universities.

The New Metaphor

The presentation made by Professor Bernard Robaire at this time last year offers a superb point of departure for today. Professor Robaire celebrated the creation of an award that emphasizes the oneness of teaching, research and community. In doing so, he challenged the familiar metaphor of these activities as "pillars" of the academy. Rather, Professor Robaire portrayed teaching, research and community service as "interacting, intertwining, helical-like strands" whose combined strength depended upon each strand being at least "good." In this way, he not only dismantled the metaphor of distinct pillars but also rejected the possibility of excellence in one activity without competence in the other two. He challenged the possibility of a great researcher who

was not also at least a good educator and good contributor to the larger community, or of a great teacher who did not also engage in research and serve the community.

In proposing the image of interacting, intertwining, helical-like strands, Professor Robaire admitted that the metaphor of three pillars was the dominant image on campus and beyond, despite the fact that, from his perspective, this metaphor is based on misconceptions about teaching and research and between those activities and service to the community. He wondered about this fact: "I am not sure," he said, "why this misperception about academics has emerged."

My own thinking about this question reflects the characteristic conviction of historians that our ability to move forward depends upon our understanding of the past which enables us to understand the present. Thus, as a first step in pursuing Professor Robaire's insights, the following discussion begins historically to suggest that, rather than being a misperception, the image of distinct pillars accurately portrays the activities of teaching, research and community service as they were defined and undertaken in universities until quite recently. In other words, Professor Robaire's preferred metaphor of helical-like strands describes a fundamental rethinking of university life that only began recently and which is now significantly challenging well-established scholarly cultures and institutional structures. The implications of the new metaphor extend to the heart of how we see ourselves as professors, how we evaluate each other, and how we organize ourselves in disciplines, departments, visible and invisible colleges and cultures.

In addition to an historical perspective, my thinking about universities now also reflects my new position as President of the Social Sciences and Humanities Research Council of Canada (SSHRC). Although I am not speaking today in this role, my views certainly include the conviction that investments in research must be effectively situated within the larger context of higher education. Indeed, SSHRC's original mandate to help researchers develop talent and build understandings about individuals and groups in the past and present has become increasingly important to universities and the larger society. At the same time, how we pursue this mandate continues to evolve along with the changing character of higher education. Thus, we regularly update our programs and policies in collaboration with our partners across the research community and beyond. At the heart of this updating is indeed the changing conceptualizations of teaching, research and campus-community connections.

Rethinking 20th Century Universities

The claim that the image of distinct pillars does, in fact, describe teaching, research and community service until late in the 20th century is supported by the evidence of institutional and disciplinary policies and structures. Neither the content nor the quality of these activities was subject to any systematic measurement and evaluation with the result that the "pillars" were thin and fragile if judged by early 21st century standards. For example, professors characteristically began teaching without any formal pedagogical preparation since it was assumed that disciplinary knowledge was the sole prerequisite for effective teaching. Certainly, some professors succeeded brilliantly in the classroom as a result of their own talent and initiative but it remains noteworthy that no formal efforts were made to promote top-quality teaching or to prevent poor pedagogy until the later 20th century.

Similarly, research activities were modest at best and were not a central focus of institutional or professional attention. Before the 1970s, few universities in Canada had well-developed graduate programs with the result that they hired professors who had characteristically received their advanced education in foreign institutions. Research funding only began to play a significant role in many disciplines after World War II. In this context, neither institutions nor academic associations claimed that effective university teaching depended upon continuous engagement with research. And while some universities developed substantive links with the larger community, professors rarely extended either teaching or research activities beyond the campus. Professors engaged in service roles but this work was indeed seen as a pillar that supported institutions and professional associations that were parallel to, rather than intertwined with, teaching and research.

My favourite illustration of how different the debate about teaching and research was in the earlier 20th century involves the discipline of History. While this illustration emerges from the corner of the campus that I know best, my sense is that the core changes in any academic field are connected to changes in other fields; in other words, the campus evolves organically as well as in fragmented ways. The illustration comes from the United States and it should be understood in that context but the main point certainly applies to Canada as well.

In 1927, the American Historical Association formed a group entitled The Committee on Preparing a Programme for Research and

Publication. This committee sent questionnaires to 500 holders of Ph.D. degrees in history who were teaching at the post-secondary level. The first two questions asked:

What in your opinion is the obligation or duty of a doctor of philosophy in history to teaching on the one hand and research on the other?

What is the attitude of the president of the institution where you now hold a position toward research as compared to teaching?

The answers to these questions suggest the extent to which the debate about university priorities changed during the course of the 20th century. The committee found that "The opinion is almost unanimous that the main duty of a Ph.D. is to teach..." In keeping with this result, it was reported that an "analysis of the answers reveals the belief that at least 50% of the Presidents are hostile, or so lukewarm that little real encouragement is given to professors who wish to carry on with research. Either they are told that research is not expected or wanted; or if a professor does produce, no notice is taken of his work...as compared with the recognition given to teaching or to administrative work...Most Ph.D.s prefer the human contacts with their students or with their colleagues to the isolation, steady grind, and slowness of reward which are inevitably the lot of the man who sticks to productive scholarship. In other words, the average doctor of philosophy does not want to be a greasy grind all his life. He has to be till he gets his doctor's degree, and in many cases, he says, 'Thank God, I have got it' and he quits..."

In this dichotomy of teaching and research, there was also a hierarchy with teaching on top. According to the responses given to the survey, research was not getting done for a variety of reasons including institutional priorities and personal factors. No connection was made between teaching and research.

While the questions and answers in this survey reflect the ideology of the 1920s and the specific character of American higher education, they also help us understand why the dominant image of teaching, research and community service during most of the 20th century has become less and less appropriate in recent years. Three interrelated developments are now evident on our campuses: the redefinition of how students learn; the redefinition of how we can advance knowledge and build understanding; and the redefinition of how teaching and research are related to each other and to activities beyond the campus.

Redefining Teaching, Research and Campus-community Connections

In stylized terms, the redefinition of teaching now involves the move from a transmission-of-knowledge model based on "passive learning" (increasingly considered an oxymoron) to a construction-of-knowledge model based on "active learning." In the former model, students are expected to learn by reading, memorizing and recounting the information and interpretations formulated by experts and provided to them through lectures and curriculum material. In the case of History, for example, students would study the past indirectly by reading the writings of historians (called secondary sources). This transmission-of-information approach explains why genuine historical research involving the direct engagement with historical evidence (called primary sources) did not play a major role in the undergraduate curriculum that became characteristic of 20th century programs. Rather, only senior graduate students were expected to undertake actual historical research and to confront the challenge of developing (instead of memorizing) historical interpretations. This pedagogical assumption underpinned the metaphor of an educational pyramid in which students moved from broad surveys of academic fields (to start undergraduate programs) to mastery of established wisdom on specific topics (in upper-level courses and initial graduate courses) as preparation for their own specialized attempt to advance knowledge through original research (primarily in thesis projects).

In recent years, an active learning model has increasingly been implemented in universities. In this approach, students are expected to learn about the research results of those who have gone before them through their own efforts to construct knowledge and formulate interpretations. In the case of History, for example, students are no longer asked to simply memorize the conclusions of established experts, but are also required to analyze historical evidence. In other words, the concept of an educational pyramid of increasing specialization with mastery preceding originality is being dismantled in favour of a mentoring-coaching-apprenticeship approach in which students are always actively engaged in the learning process.

The conceptual underpinnings of this approach have been considerably strengthened over the past two decades by research in

learning theory that emphasizes the importance of active participation in education. Most tellingly, cognitive psychologists have challenged the conventional belief that original scholarship best follows the mastery of current wisdom. Rather, researchers now believe that an exclusive focus on absorbing knowledge from 'experts' undermines, rather than enhances, the potential for subsequent creativity and innovation. The explanation for this phenomenon is that, by insisting that students learn all the reasons for the location of the current research frontier, they are implicitly and effectively encouraged to think so much like their predecessors that they become less able to push the frontier to a new place. These cognitive theories suggest, for example, that a secondary-source-based undergraduate History curriculum undermines the potential (rather than lays the foundation) for original scholarship at the graduate level. Although much more study needs to be undertaken on the complex process of creativity, the older transmission-of-knowledge structure of the curriculum may help explain a series of consistent findings about higher education during the 20th century: the weak correlation between grades even in graduate courses and the subsequent research activity of those who go on to become professors; the pattern of theoretical and methodological innovation coming from outside (more than inside) a discipline; and the association of 'schools of thought' with specific departments.

Just as we are re-conceptualizing teaching, we are also enlarging how we attempt to advance knowledge and build understanding through research. For me, the key word is connections: across disciplines, between the campus and the community, and from Canada to the world. Rather than imagining that we will advance knowledge only through increased specialization (in keeping with the metaphor of a pyramid), we are now moving to a deeper appreciation of the value of contextualizing and connecting our efforts to those working in other disciplines, institutions and the larger society. In other words, we are increasingly fostering on our campuses both specialization (the discipline of the discipline) and contextualization (discipline-based interdisciplinarity, campus-community collaboration, and Canadian-global connections). And we are attempting to move from an insistence on one strategy as "the best" to an embracing of multiple possibilities including both disciplinarity and interdisciplinarity as well as individual and collaborative activity on campuses or beyond.

Computerization

It was in the changed conceptual context of teaching, research and campus-community connections that computerization began accelerating the transformation of universities. Unlike the 1960s and 1970s when controversy raged about the appropriateness of computer-based teaching and research, the past three decades have witnessed the computerization of almost all aspects of our work. The new conceptualizations of cognitive development explain this development especially in recent years. In other words, computerization has been facilitating, enhancing and influencing scholarly developments that were initiated for substantive reasons. The claim that current educational changes are not primarily technological may be surprising since so much debate has focused on the impact of mainframe computers in the 1970s, personal computers in the 1980s, the Internet in the 1990s, and the new media of the current decade. However, none of these technologies would have proliferated to the same extent if they had not been propelled by forceful conceptual change. Just as the typewriter only became pervasive after reconceptualizations of the workplace, computerization has become increasingly important in light of new attitudes toward learning by both students and professors. Computerization has particularly facilitated the redefinition of students as apprentice researchers by providing unprecedented resources that transcend the physical holdings of university libraries and laboratories. The new technologies have also fuelled the internationalization of university life and given new meaning to the invisible colleges of earlier times. In this sense, computerization is accelerating the new model of a horizontally-connected one-ness of scholarship in a global context.

As a result, we are rethinking the established scholarly distinctions between the baccalaureate, master's and doctoral levels. Over the past decade, the emerging pattern is for all levels to adopt a construction-of-knowledge approach to the curriculum and to view a healthy research environment as a necessary condition for educational quality. This pedagogical approach combines, in a dialectical way, a back-and-forth, active and passive, engagement with both previous scholarly findings and original research activities. It is in this sense that the baccalaureate is itself becoming a research degree.

The redefinition of undergraduate teaching in terms of research apprenticeship complements the increasing importance of graduate programs but certainly does not imply that more than a minority of

students will continue formal education after the baccalaureate. For the majority, the baccalaureate will continue to be an opportunity to develop an informed cultural and scientific framework and competency in order to lead a full and productive life as an engaged citizen able to help make a better world. The key difference is in how this opportunity is provided to students. In turn, students appear to be increasingly aware that the ability to think and work like a researcher is the prime characteristic of the "talent" now sought by employers across the private and public sectors as the epicentre of the economy continues the historic move from farm to factory to office to virtual space. This student awareness reflects the competitive global labour market for those who can combine established knowledge and understandings with independent analysis and articulate expression. In this way, the rethinking of the teaching-research dichotomy is intimately connected to the recognition that our era calls for more creativity, informed critical thinking, and campus-community collaborative experience.

Not surprisingly, those academic programs that successfully update their curricula are attracting increasing numbers of students. Those programs that cling to a transmission-of-knowledge model are being left behind to learn the hard lesson that students cannot be blamed for wanting to change with the times. At the undergraduate level, students are seeking programs that engage them both on campus (such as in research seminars at the introductory level) and beyond (such as in co-op programs, internships, and in-service learning opportunities). At the graduate level, innovative programs are, for example, abandoning the long-established comprehensive exams in favour of requiring "portfolios" with conference papers, journal manuscripts, and professional experience in research projects and campus-community interactions. Graduate programs are also including internships and professional training that complements academic work to produce graduates who have both specialized and contextualized knowledge and competencies.

The increasing emphasis on "active learning" through student engagement helps explain the establishment of course evaluations by the 1970s, centres for university teaching by the 1980s, and formal courses on university teaching by the 1990s. No longer is it assumed that a highly-knowledgeable professor is a successful educator. Similarly, increased attention is being paid to graduate instruction and thesis supervision including regular reporting on student progress and subsequent experience in the larger society. These developments reflect how teaching is now being taken far more seriously than at any point in the history of universities.

Embracing the New Metaphor

Some commentators on higher education have recently claimed that "Undergraduate education should convey to each generation a body of organized knowledge, thought to be of great value to the individual and the society." In contrast, my belief is that universities should never focus on what to think but rather on how to think since the effective learning of received wisdom can only occur in the context of learning how to construct wisdom. Some observers have said that "What students seek from university is the facts, lore, know-how and polish to pursue successful careers. For this purpose they have no need to do research themselves." I think that to attempt to transmit knowledge without engaging the underpinnings of that knowledge implies to students a timeless and static image of "facts" that flies in the face of everything that universities stand for. Critics have claimed that "Most undergraduate students have neither the aptitude nor the inclination to engage in research of any kind." My sense is that most undergraduate students have neither the aptitude nor the inclination for rote teaching or rote testing. Some argue that the problem in universities is the "continuing elevation of research and the systematic neglect of instruction." Rather, I think that the evidence shows clearly that, until recent decades, little attention was devoted to research in Canadian universities and no concerted efforts were made to promote effective teaching. In other words, both research and teaching have been elevated considerably especially since the 1960s and only now are they becoming truly intertwined to the benefit of both.

At the same time, it must be emphasized that universities are becoming more expensive not less in a model of helical-like strands based on the construction of knowledge and understanding. Universities are becoming more labour intensive and now increasingly depend upon top-quality research infrastructure to support both undergraduate and graduate programs. In recent decades, increased public investment in research has allowed a greater number of students and professors to implement the new model of helical-like strands while enabling Canadian universities to establish graduate programs across all academic fields. This investment contributed significantly to Canada's ability to come to grips with the post-industrial changes of the later 20th century. But overall university budgets including those for research activities have not kept pace with the emerging redefinition of teaching, research and campus-community connections. While

universities have been able thus far to provide enough seats for qualified applicants, the number of students for each professor has doubled in recent years in many undergraduate and graduate programs. At the same time, opportunities to undertake research including those exploiting the new technologies remain too limited for both students and professors. Current circumstances often work against the new research-oriented educational initiatives leaving too many students facing old-fashioned tests and rote learning in inappropriately large classes while their professors struggle to undertake research projects. In other words, universities do not always have appropriate resources to take full advantage of the opportunity to help Canada meet the demands of the globalized 21st century.

But the current challenges for universities are certainly not only financial. For example, the redefinition of teaching, research and campus-community connections is not always consistent with the privileging of individualism in many academic units. While universities historically created such units to connect individuals based on certain ways of knowing and objects of study, these structures have engendered a segmented academy with quite distinct cultures, organizational values, and professional associations. The deep conceptual changes of recent decades have begun exposing the limits of such segmentation. The "vertical" structures of academic units can isolate individuals from those outside their units and can work against collaboration across academic fields. In turn, the "vertical" structure of each university can discourage inter-university collaboration as well as collaboration involving other agencies, institutions and groups. While the difficulty of "horizontally" connecting individuals within distinct "vertical" structures does not in many cases undermine scholarship, it is also true that, in some cases, this difficulty discourages potentially innovative and creative collaboration, and thereby works against the ability of scholars to foster the creation of knowledge and understanding in multiple ways. For this reason, innovative efforts are increasing to embrace both specialization and contextualization in all aspects of university life including the support from research councils.

During the post-World War II expansion, Canadians showed that the choice is not necessarily between university quality and quantity. Indeed, a distinguishing feature of Canadian institutions has been their consistent production of well-educated graduates whose diplomas are internationally recognized as first-rate. Unlike some countries where institutional pedigree looms large, Canada established universities that

have all offered a highly-respected education. Few university presidents are content with their domestic and international rankings but all know that even the lowest ranked in Canada meets a fine standard at the moment. But no one should envisage successful universities in the 21st century without both increased investments and changes to scholarly and institutional policies and structures.

When the British North America Act allotted health, welfare and education to the provinces, these responsibilities played minor roles in Canadian society. One hundred and forty years later, they occupy centre stage at all political levels. Moreover, they are now recognized to be dependent on each other with universities playing a crucial role in enabling a healthy, prosperous and successful society. But what to keep, what to change and how to support our cultures, policies and structures to embrace the new metaphor of "interacting, intertwining, helical-like strands of teaching, research and service to the community" is, I think, the key question for universities. How we respond will play a major role in determining Canada's prospects in the 21st century.

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